



GMA Garnet Group Sustainability Report

2024

gmagarnet.com



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1.0 Who we are

Garnet International Resources Pty Ltd ('GMA Garnet Group,' 'GMA') is a global leader in industrial garnet solutions, with operations spanning Australia, the Americas, the Middle East and Asia, and product sales and distribution reaching customers around the world.

Our global supply network includes two garnet mines, eleven processing plants, five recycling facilities.

We continue to invest in our Garnet recycling technologies to provide customers with responsible solutions for managing used garnet, reinforcing our role as a leader in sustainable practices within the abrasives industry.

With more than 460 employees working across 15 offices worldwide, and supported by over 180 distributor outlets, we supply customers in over 100 countries. Our global reach is underpinned by our core values — determination, care, entrepreneurship, trust, teamwork, and excellence — which guide how we operate and how we engage with our customers, partners, and communities.

Founded in Western Australia, GMA's story began in 1973 with the discovery of the world's largest alluvial garnet deposit near Port Gregory. Since then, we have played a key role in shaping the global garnet industry, building a brand recognized for quality, consistency, and technical expertise in abrasive blasting and waterjet cutting.

Headquartered in Perth, Western Australia, we remain committed to sustainable growth, ethical business practices, and the safety and wellbeing of our people. Across all aspects of our business, we aim to deliver long-term value — for our customers, for our communities, and for future generations.

During 2024, GMA commenced formal integration into the Jebsen and Jessen Group, a privately owned industrial group with a heritage dating back to 1895. With over 6,000 employees worldwide, the Group operates across four core areas — distribution, engineering, manufacturing, and mining — and is guided by a long-term vision rooted in entrepreneurship and strong partnerships. As part of this global network, GMA benefits from the Group's long-term commitment to sustainable business practices, innovation, and delivering value to customers across industries and regions.



Front row: *Hans Michael Jebsen (Chairman Jebsen & Co Ltd), Heinrich Jessen (Chairman Jebsen & Jessen Group), Per Magnusson (CEO Jebsen & Jessen Group).*

Back row: *Jacqueline Tan (Group Director - Corporate & Legal Affairs, Jebsen & Jessen Group); Viktor Leendertz (CFO, Jebsen & Jessen Group); Fritz Graf von der Schulenburg (Managing Partner, Jebsen & Jessen Hamburg Group); Stephan Kirsch and Patrick Largier (Board members of Garnet International Resources Pty Ltd), Dr Thomas Robert Wetzer (Jebsen Capital), Grant Cox (CEO, GMA Garnet Group) and Olivia Chua (CHRO, Jebsen & Jessen Group).*

1. Network also includes a mineral separation plant in South Africa, operated through an offtake agreement.

460+
EMPLOYEES

15
GLOBAL OFFICES

100+
COUNTRIES SUPPLIED

180
DISTRIBUTION OUTLETS

Our Operations

GMA Garnet™ processing

1 

Mining

Hard rock garnet is mined using conventional pit mining techniques and transported for crushing and screening.

2 

Crushing and Screening

(US ONLY)

A series of crushers and screens significantly reduce the size of the garnet rock before processing.

3 

Wet Plant

Water and centrifugal force separate the garnet from lighter waste minerals, leaving a high-quality garnet concentrate.

4 

1st Quality Control

The concentrate is sample tested in the laboratory to ensure consistent product quality.

5 

Restoration

The tailings sands are returned to the mined area which is rehabilitated to its former environment.

6 

Dry Plant

Magnetic separators remove impurities and the pure garnet is screened and graded into the correct size particles.

7 

2nd Quality Control

Final laboratory testing ensures the highest quality standards are met.

8 

Packaging

GMA Garnet™ is packaged into one-ton or two-ton bulk bags and 55-pound (25kg) paper bags.

9 

Distribution

GMA Products are distributed in 100 countries via our warehouses and over 180 distributor outlets worldwide.

10 

Customer Support

Dedicated sales team assist customers in selecting the best products and logistics arrangements.

11 

Technical Support

Our experts support customers in solving technical challenges and maximizing productivity and performance of their projects.

12 

Blast and Waterjet Cutting

GMA's high-performance abrasives offer high productivity and low consumption on the project site.

13 

Recovery

Garnet recovery and reprocessing programs provide cost effective and eco-friendly solutions for customers to dispose of used garnet.

14 

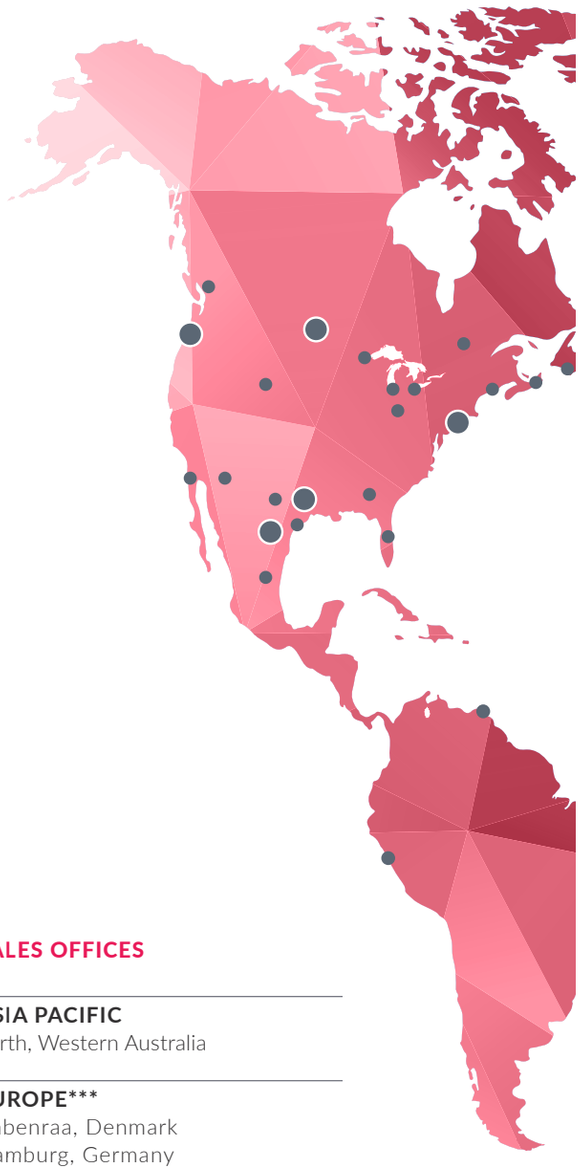
Reprocessing

(MIDDLE EAST AND US ONLY)

Garnet re-processing in Middle East and Europe via dry process and US re-processing via wet process.

NO RECOVERY IN AUSTRALIA

Our Garnet Network



GMA Garnet™ is a natural mineral known for its hardness, toughness, density, and angularity. These inherent properties enable it to be reprocessed multiple times throughout its use cycle without compromising onsite performance. As a result, GMA Garnet™ stands out as one of the most sustainable abrasive options available.

MINES

AUSTRALIA
Port Gregory, Western Australia

USA
Alder, Montana

SOUTH AFRICA
MSR Tormin Mine, South Africa*

PROCESSING PLANTS

AUSTRALIA
Geraldton, Western Australia
Port Gregory, Western Australia

ASIA
Port Klang, Malaysia**

EUROPE***
Moerdijk, Netherlands
Aulla, Italy

MIDDLE EAST
Dubai, United Arab Emirates
Jubail, Saudi Arabia

USA
Alder, Montana
Coos Bay, Oregon
Fairless Hills, Pennsylvania
Houston, Texas

SALES OFFICES

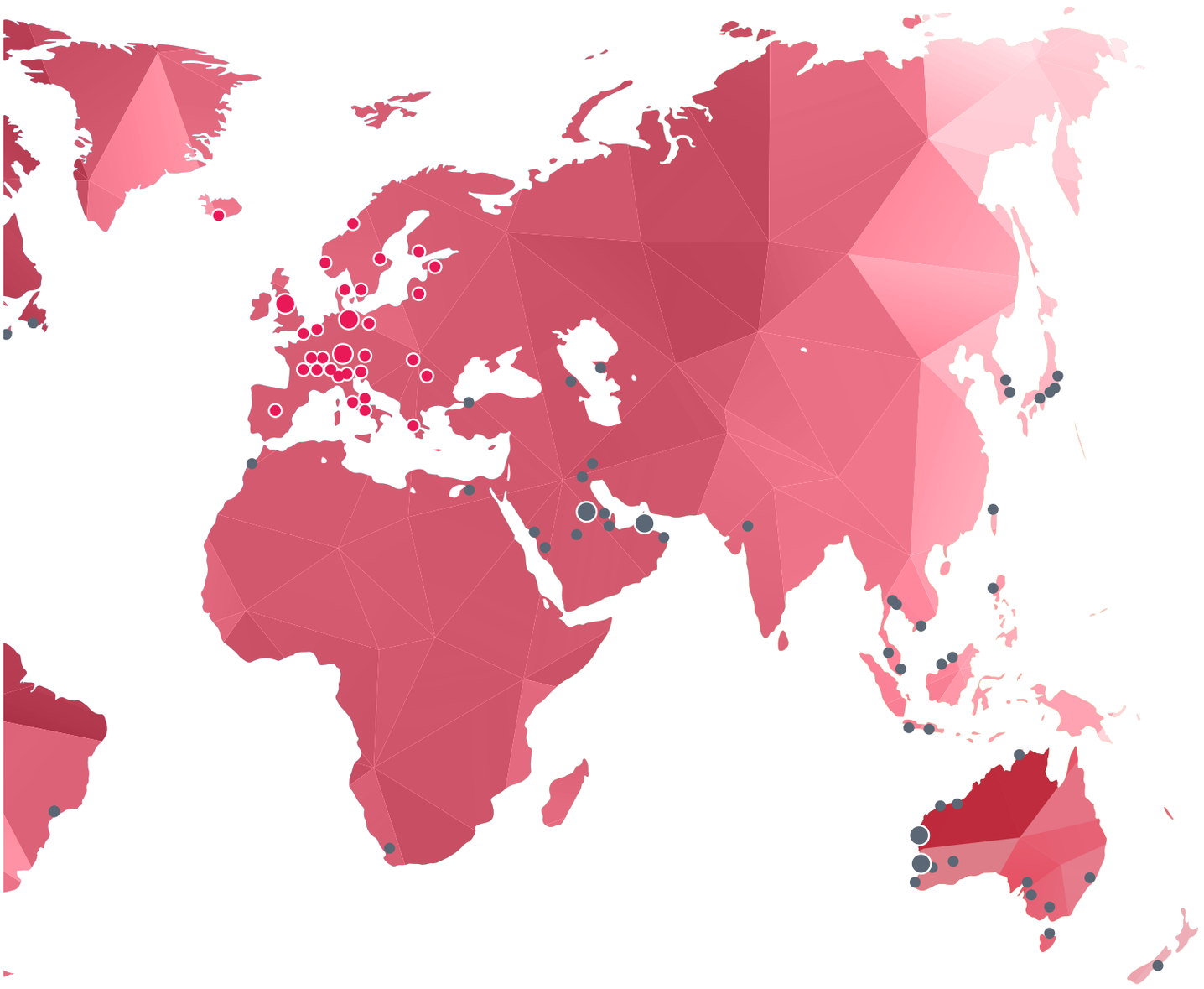
ASIA PACIFIC
Perth, Western Australia

EUROPE***
Aabenraa, Denmark
Hamburg, Germany
Frankfurt, Germany

MIDDLE EAST
Dubai, United Arab Emirates
Jubail, Kingdom of Saudi Arabia

AMERICAS
Houston, Texas

** Owned and operated by Mineral Commodities Ltd (MRC)*
*** Owned and operated by Third Party Provider*
**** This report does not include information for Europe, operated by GMA Europe GmbH.*



- Offices, Mines and Processing Plants
- Distribution Outlets
- Offices, Mines and Processing Plants operated by GMA Europe GmbH
- Distribution Outlets operated by GMA Europe GmbH

Embedding Our Approach to Sustainability

In our 2023 report, we set out the approach and frameworks we employ to build out our sustainability practices. In 2024, we worked to further embed this approach across our operations, helping us deliver meaningful outcomes for our customers, employees, local communities, and the environment.

As we continue to embed sustainability across our operations, GMA remains committed to delivering value through service, innovation, and productivity. Our focus is on building a sustainable future that benefits our business, our customers, our stakeholders, and the global community. While compliance remains the foundation of our current practices, our ambition is to go beyond — striving for excellence and setting new standards for responsible business conduct in our industry.

In late 2024, our Group People and Sustainability Manager visited all GMA sites to share the story of our 2023 Sustainability journey. This story could only be told as a result of the work and ideas from our people, which our 2023 Sustainability report captured. Additionally it was important to connect 'the why' of this work – how it benefits our people, our business and our environment.

This initiative was more than a presentation—it was an opportunity to reflect on the collective efforts, ideas, and progress of our people, which shaped the report and the broader sustainability journey it captures.

Throughout 2024, we also collaborated closely with a sustainability consultancy to support us in the development of GMA's first formal sustainability roadmap. This roadmap, to be implemented in 2025, lays the foundation for our sustainability strategy. It outlines a path for GMA to:

1. Understand the sustainability contexts in the regions in which we operate;
2. Formally identify and align on material topics;
3. Set specific and measurable actions, and
4. Create targeted learning opportunities to build sustainability capability across our teams.

We also welcomed the opportunity to participate in sustainability discussions held by GMA's parent company, Jebsen & Jessen Group. These conversations allowed us to share GMA's experience and learnings, while exploring how our sustainability efforts align with and contribute to Jebsen & Jessen's sustainability commitments. This collaborative approach supports both organizations in strengthening and executing their respective roadmaps.

Embedding sustainability across our business means holding ourselves accountable — not just to our commitments, but to the positive change we create.







2.0 About this Report

Our sustainability journey continues to evolve. This year's report reflects the actions we have taken and the progress we have made.

Building on the foundations established in our 2023 report, we continue to strengthen our approach to Environmental, Social, and Governance (ESG) performance across GMA's global operations. This report addresses broad sustainability indicators and outlines the initiatives carried out across our operations in Australia, the Americas, and the Middle East.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards. We remain committed to continuously improve our reporting processes and objectives, with a view to conduct a broader materiality assessment in the next reporting cycle. GRI indicators are detailed in the GRI Index at the end of this report and are complemented by metrics drawn from our internal monitoring and compliance frameworks.

2.1 Furthering our sustainability momentum – Materiality and Data Collection

The process of compiling our first sustainability report in 2023 enabled us to drive engagement and build understanding of sustainability across the GMA business. This year's report continues that momentum — helping us implement stronger systems, mature our reporting approach, and work progressively towards future GRI-aligned reporting through a comprehensive materiality assessment. To further strengthen this process, GMA will undertake a formal materiality assessment in calendar year 2025, enhancing our ability to identify, prioritize, and report on the sustainability issues most important to our stakeholders and operations.

2.1.1 Maturing our materiality process

GMA is in the process of revising our ESG material issues. This is done to ensure we are effectively capturing the issues that are important to our employees and responding effectively to a dynamic external environment. This process has seen us collecting information from a sample of employees and clients related to what they see as key environmental, social and governance impacts relevant to our operations. We are planning on calibrating this information in conjunction with a sustainability risk assessment process in 2025.

As we go through this process, we'll follow best practice guidelines and also consider outside perspectives on important sustainability issues. This will help us review and improve our current understanding of our ESG position.

For the purposes of this 2024 report we have built on our current material issues, that are of significance to our business, and which have an economic, environmental, or social impact across our value chain. These internally assessed material topics reflect our operational footprint and current regulatory compliance requirements.

2.1.2 Developing data collection processes

GMA understands the critical role data plays in substantiating and supporting ESG integration across an organization. Our first sustainability report offered many lessons in terms of data collection. GMA recognizes that the systems for data collection across its differing operational jurisdictions are not homogenous, and the regulatory environment dictating ESG management also differs significantly.

In this regard we have commenced with a process to streamline data collection through GRI-aligned data workbooks. This process has enabled us to collect information across our operation and further socialising the context of required data across our different organisational functions.



For the purposes of this report, we have collated data at a group-level to ensure comparability inter- and intra-dependently across the various sections of the report.

2.2 What to Expect

This report provides a transparent view of our environmental, social, and governance (ESG) performance in 2024 — highlighting the actions we've taken, the outcomes we've measured, and the areas where we continue to focus for long-term improvement.

In previous years, our reporting was structured around four core sustainability pillars: People, Community, Environment, and Governance. In 2024, GMA is taking meaningful steps to integrate sustainability more deliberately across our business systems and we recognize that applying the rigor of a reporting framework can support our journey. In this regard we are shifting our reporting to consider Environmental, Social and Governance (ESG) themes, that are comparable across our sector and jurisdictions. This approach reflects our growing alignment with ESG principles not just in reporting, but in the way we operate as a business.

This report aims to outline our performance, supported by data, where available. By sharing this information, we aim to provide stakeholders with a clear understanding of how we operate responsibly and deliver long-term value across all regions.

2.3 Looking Ahead

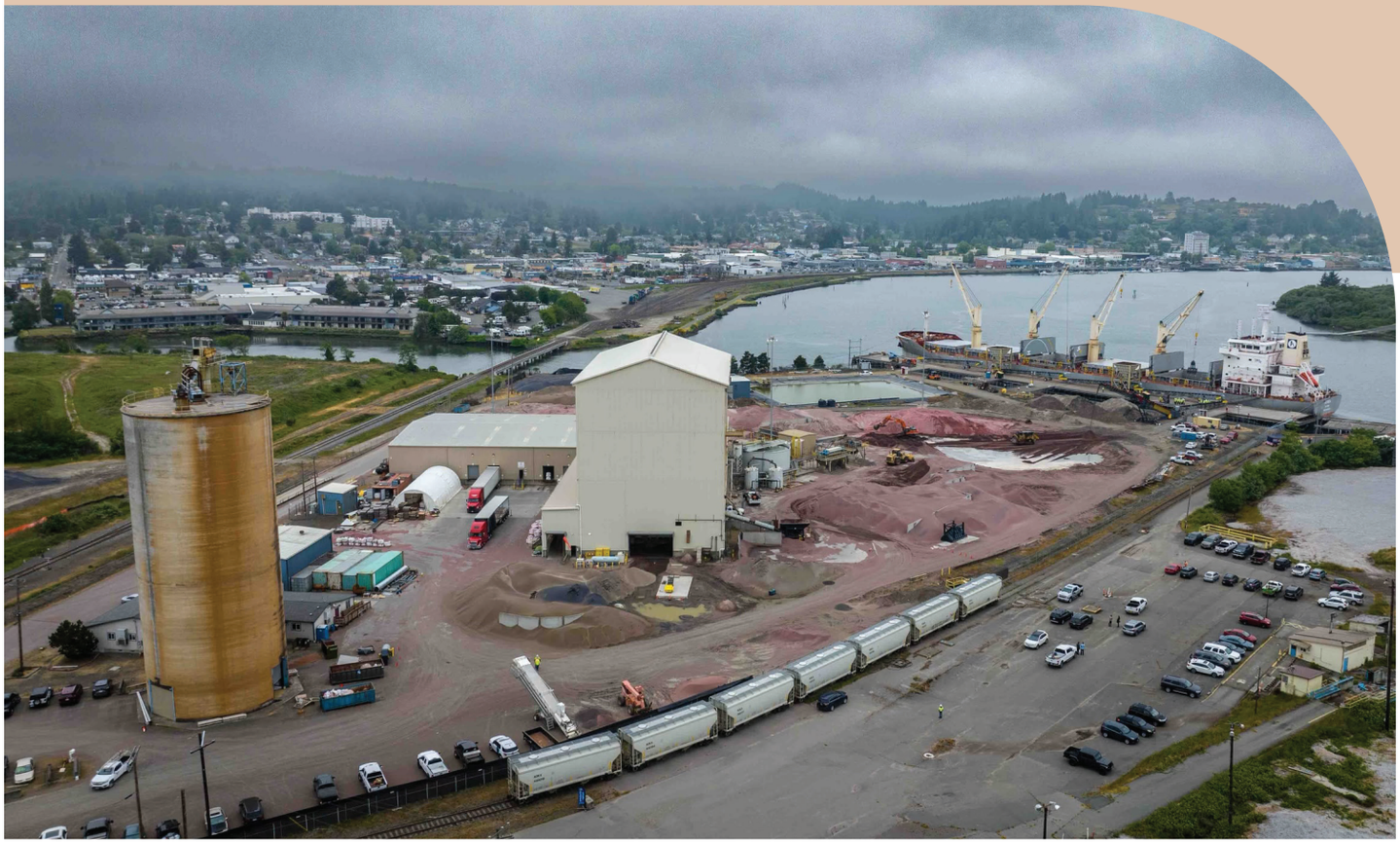
As we move forward, we remain focused on embedding sustainability into every aspect of our operations — underpinned by stronger governance, clearer systems, and measurable action plans – all part of our developing sustainability strategy.

While compliance forms the foundation of our current sustainability practices, our ambition is to move beyond regulatory requirements — striving for excellence and setting new benchmarks for responsible business conduct within our industry.

We are committed to continuous learning and improvement, engaging with our stakeholders, and working collaboratively to build a more sustainable future for our business and the communities we serve.

Our collaboration with our parent company, Jebsen & Jessen Group, will continue to strengthen over 2025 and beyond, as we participate in ongoing sustainability working groups and leadership forums alongside other Jebsen & Jessen Group business units. These regular engagements support alignment between GMA's sustainability priorities and those of the wider Group, contributing to the development of a broader Jebsen & Jessen Group strategic approach to sustainability. While the Group's strategic plan is an internal document, these joint efforts aim to advance initiatives that directly support our sustainability objectives—such as resource efficiency, responsible supply chains, and positive environmental outcomes—while contributing to the Jebsen & Jessen Group's overall ESG goals.

We are committed to strengthening our sustainability approach — building clearer systems, improving our data, and holding ourselves accountable to the commitments we make.



Report coverage

This report covers operations for GMA for Australia, the Middle East and Americas for the 2023 calendar year. The report does not include information related to GMA Garnet Europe GmbH.

Air quality and dust management

GEOGRAPHIC REPRESENTATION

Australia, United States, Middle East

FACILITIES COVERED

Port Gregory & Geraldton, Western Australia
Coos Bay, Oregon
Fairless Hills, Pennsylvania
Houston, Texas
Alder, Montana
Jebel Ali, Dubai, UAE
Jubail, Saudi Arabia

Energy use and carbon emissions

GEOGRAPHIC REPRESENTATION

Australia, United States, Middle East

FACILITIES COVERED

Port Gregory & Geraldton, Western Australia
Coos Bay, Oregon
Fairless Hills, Pennsylvania
Houston, Texas
Alder, Montana
Jebel Ali, Dubai, UAE
Jubail, Saudi Arabia

Land Management and Rehabilitation

GEOGRAPHIC REPRESENTATION

Australia, United States

FACILITIES COVERED

Port Gregory & Geraldton, Western Australia
Alder, Montana

Each section is designed to provide stakeholders with an understanding of GMA's actions to corporate responsibility.



Water Management

GEOGRAPHIC REPRESENTATION
Australia, United States, Middle East

FACILITIES COVERED
Port Gregory & Geraldton, Western Australia
Coos Bay, Oregon
Fairless Hills, Pennsylvania
Houston, Texas
Alder, Montana
Jebel Ali, Dubai, UAE
Jubail, Saudi Arabia



Waste management

GEOGRAPHIC REPRESENTATION
Australia, United States

FACILITIES COVERED
Port Gregory & Geraldton, Western Australia
Coos Bay, Oregon
Fairless Hills, Pennsylvania
Houston, Texas
Alder, Montana



Waste Recycling, Garnet re-processing and re-use

GEOGRAPHIC REPRESENTATION
United States, Middle East

FACILITIES COVERED
Coos Bay, Oregon
Fairless Hills, Pennsylvania
Houston, Texas
Alder, Montana
Jebel Ali, Dubai, UAE
Jubail, Saudi Arabia



Safety Performance

GEOGRAPHIC REPRESENTATION
Australia, United States, Middle East

FACILITIES COVERED
Port Gregory & Geraldton, Western Australia
Coos Bay, Oregon
Fairless Hills, Pennsylvania
Houston, Texas
Alder, Montana
Jebel Ali, Dubai, UAE
Jubail, Saudi Arabia



Employee Wellbeing

GEOGRAPHIC REPRESENTATION
Australia, United States, Middle East

FACILITIES COVERED
Port Gregory, Geraldton & Perth, Western Australia
Coos Bay, Oregon
Fairless Hills, Pennsylvania
Houston, Texas
Alder, Montana
Jebel Ali, Dubai, UAE
Jubail, Saudi Arabia



Local Business

GEOGRAPHIC REPRESENTATION
Australia, Middle East

FACILITIES COVERED
Port Gregory, Western Australia
Jebel Ali, Dubai, UAE
Jubail, Saudi Arabia



Recognizing Cultural Heritage in Australia

GEOGRAPHIC REPRESENTATION
Australia

FACILITIES COVERED
Port Gregory, Geraldton & Perth, Western Australia



Community/ Social Investment

GEOGRAPHIC REPRESENTATION
Australia, United States, Middle East

FACILITIES COVERED
Port Gregory, Geraldton & Perth, Western Australia
Coos Bay, Oregon
Fairless Hills, Pennsylvania
Houston, Texas
Alder, Montana
Jebel Ali, Dubai, UAE
Jubail, Saudi Arabia



Our People

GEOGRAPHIC REPRESENTATION
Australia, United States, Middle East

FACILITIES COVERED
Port Gregory, Geraldton & Perth, Western Australia
Coos Bay, Oregon
Fairless Hills, Pennsylvania
Houston, Texas
Alder, Montana
Jebel Ali, Dubai, UAE
Jubail, Saudi Arabia



Workforce Diversity

GEOGRAPHIC REPRESENTATION
Australia, United States, Middle East

FACILITIES COVERED
Port Gregory, Geraldton & Perth, Western Australia
Coos Bay, Oregon
Fairless Hills, Pennsylvania
Houston, Texas
Alder, Montana
Jebel Ali, Dubai, UAE
Jubail, Saudi Arabia



GMA Library of Governance Documents

GEOGRAPHIC REPRESENTATION
Australia, United States, Middle East

FACILITIES COVERED
Port Gregory, Geraldton & Perth, Western Australia
Coos Bay, Oregon
Fairless Hills, Pennsylvania
Houston, Texas
Alder, Montana
Jebel Ali, Dubai, UAE
Jubail, Saudi Arabia


GMA
GMA GARNET GROUP

3.0 From the CEO

I am pleased to present GMA Garnet Group's 2024 Sustainability Report — our second report and a continued step forward in our journey to operate responsibly, transparently, and with long-term impact in mind.

In a global environment that has seen some companies, and indeed whole countries, pull back from sustainability commitments in recent times, at GMA we believe now is the not the time to be withdrawing. Rather, it is our view that now is the time to further turn our sustainability strategies and goals into tangible action, for the betterment of our business and all our stakeholders. In 2024 we continued this pursuit with resolve.

Over the past year, our focus has shifted from establishing our sustainability approach to embedding this across our operations. This process has been shaped by the practical work of our people. From improved environmental data collection and enhanced recycling systems to the expansion of our health, safety and wellbeing initiatives, the actions captured in this report reflect a collective effort to make sustainability a shared responsibility across GMA.

2024 saw our formal integration into the Jebsen & Jessen Group, a global network with a legacy of responsible business practices and long-term partnerships. This has strengthened our ability to grow sustainably and contributed to valuable conversations about shared learning, group-wide alignment, and the role we each play in advancing our ESG objectives.

Throughout 2024, we continued to invest in responsible resource management. At our mining operations, land rehabilitation efforts progressed through collaboration with local Aboriginal partners in Western Australia and environmental agencies in Montana. Across our global operations, we worked to reduce energy consumption, increase waste recovery, and improve how we monitor, manage, and report on water use.

At the same time, we remained focused on creating safe, inclusive, and supportive workplaces. From the launch of a new learning platform in Australia to health and wellbeing initiatives in the Middle East, our teams continued to take meaningful



action to embed care, accountability, and resilience into our culture. The growth of our global Safety Working Group, and the expansion of ISO 45001 certification across our U.S. sites, are further examples of embedding sustainability principles into daily practice.

Over the past year we have further defined our approach to embedding sustainability in our business and across our diverse operations and areas of operation. We want to ensure that sustainability becomes core to how we operate, and we are developing the internal frameworks and processes to support our ambitions in this regard.

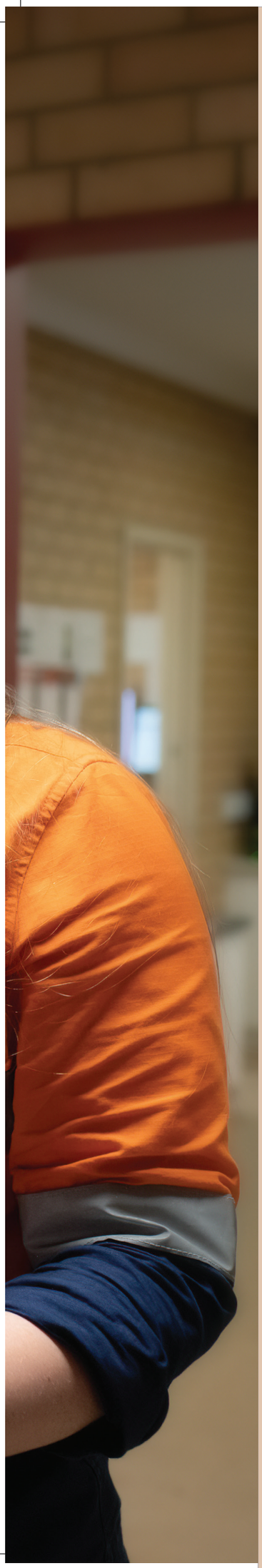
I'd like to thank everyone who contributed to our progress this year — from employees on the ground to partners across our supply chain. Your actions have helped shape a more sustainable GMA.

We look forward to building on this foundation in 2025 and continuing to embed sustainability in the way we work, lead, and grow.

Grant Cox
Chief Executive Officer
GMA Garnet Group







4.0 Governance

At GMA, we recognize that robust sustainability governance is built progressively, not overnight. As we navigate an evolving regulatory and stakeholder landscape, our priority is to establish fit-for-purpose processes that translate ambition into accountable action. Ensuring compliance and retaining our ISO certification across environment, quality and safety sit at the heart of this effort, complemented by a broader commitment to ethical business conduct that safeguards employee rights and mitigates adverse impacts across our global operations.

4.1 Our People

We continue to embed ethical principles into our operations through implementing systems and procedures that protect employee rights and prevent adverse impacts across our workplaces. Our governance approach is grounded in accountability, transparency, and respect — supported by internal risk assessments, legislative obligations, and ongoing improvement practices.

In 2024, we advanced this commitment through several initiatives:

- Our People and Sustainability Group Business Plan included a commitment to commence assessing the opportunity to align Learning Management System (LMS) technology across all regions. This will enable more consistent deployment and tracking of compliance training, helping ensure all employees remain informed of key governance policies and procedural requirements.
- We initiated a review of existing governance documents and procedural coverage, with the goal of identifying opportunities to standardize where possible. In areas where regulatory differences prevent standardization, region-specific frameworks continued to guide practice.

This work formed part of our broader focus on strengthening internal systems that reinforce GMA's values and support responsible business conduct across all locations.

We also commenced learning the Governance frameworks and systems which Jebsen and Jessen Group have in place for the purpose of assessing integration opportunities in the coming years

Ethical conduct is sustained through clear processes, practical tools, and a culture of accountability across all regions.

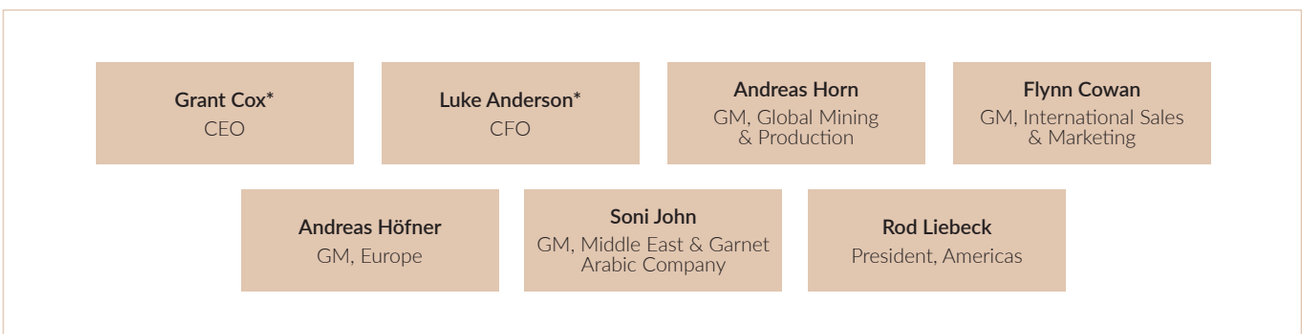
GMA Library of Governance Documents *(31 Dec 2024)*	AUST	US	ME
Anti-Bribery & Anti-Corruption	✓		✓
Code of Business Conduct^	✓	✓	
Health & Safety Policy	✓	✓	✓
Whistleblower Policy	✓	✓	✓
Modern Slavery Statement	✓	✓	✓
Workplace Discrimination, Bullying & Harassment Procedure	✓	✓	✓*
Family and Domestic Violence Guideline	✓		
Employee Support & Wellbeing Guideline	✓	✓	✓*
GMA Garnet Grievance Procedure	✓	✓	✓*
Health and Wellbeing Program	✓		
GMA Lifesaving Rules Standard	✓	✓	✓
Equal Employment Opportunity Policy	✓	✓	✓*
Sexual Harassment Policy	✓	✓	✓*

**Applicable to Saudi Arabia*
^ In the US this is referred to as the Attitude and Conduct Policy

4.1.1 Governance Structure

The Board of GMA International Resources Pty Ltd holds ultimate accountability over GMA's governance, strategic direction and oversight of risk management. The Board ensures that the company operates in line with its purpose, values and long-term business objectives.

The below Executive Committee plays a significant role in driving daily operations and supporting key decision-making processes. This committee acts as the bridge between the Board and GMA's broader operation, translating strategic priorities into actions. Our Executive Committee comprises members of GMA's senior management team, each playing a different role to support the company's integrated business in mining, processing, logistics and global distribution of garnet abrasives.



**Also sits on the Board of Garnet Arabia Company, a joint venture between GMA Garnet Group and Global Suhaimi Company based in the KSA.*



GMA Garnet Group Executive Committee

4.1.2 Whistleblower Policy

GMA remains committed to upholding the highest standards of ethical conduct, accountability, and transparency in all areas of the business. To support this commitment, we maintain our Whistleblower Policy, which is available on our website, as a key mechanism for identifying and addressing potential misconduct.

The policy is designed to:

- Encourage the reporting of suspected unethical, illegal, fraudulent, or undesirable behavior
- Deter wrongdoing through a transparent and trusted process
- Protect individuals who report concerns in good faith

In 2024, we continued to promote awareness of the policy and ensure its accessibility across all regions. Key features of the policy include:

- Clear guidance on how to make a report
- Protections to safeguard confidentiality
- Support structures for individuals making a report
- Defined procedures for conducting impartial investigations

The Whistleblower Policy forms part of our broader governance framework and supports a culture of integrity by ensuring employees and stakeholders feel safe and supported in raising concerns.

In 2024, we did not receive any reports through our whistleblower channels.

4.1.3 Modern Slavery

Addressing the risks of modern slavery remained a core component of our responsible sourcing and governance practices in 2024. We maintained a zero-tolerance approach to all forms of modern slavery and continued to take deliberate steps to ensure our operations and supply chains are free from exploitation.

Our commitment extends beyond compliance with the Australian Modern Slavery Act 2018 and applies across all regions in which we operate. Since the publication of our inaugural Modern Slavery Statement in 2020, we have strengthened internal awareness, improved risk identification, and enhanced our vendor engagement processes.

In 2024, we continued to build on this foundation by reviewing supplier engagement protocols and identifying opportunities to improve due diligence. Our work in this area reflects GMA's broader commitment to human rights, ethical business conduct, and transparent governance.

4.2 Legal / Regulatory Compliance

Adhering to legal and regulatory requirements is essential to ensure that all our operations remain compliant with applicable laws and regulations across the jurisdictions in which we operate. We monitor our obligations and manage our compliance process to mitigate legal and reputational risks.

There have been no instances or reports of material non-compliance with laws and regulations during the reporting period.

4.3 Strength through Certification

All GMA production facilities are individually certified to ISO standards ISO-9001 Quality Management Systems and ISO-14001 Environmental Management Systems.

GMA's Australian and Middle East production facilities are individually certified to ISO-45001 Safety Management Systems

To ensure consistency of approach, an internal audit program has been established to monitor the implementation of work practices, policy and procedures. In addition to GMA's internal audit program, re-certification and surveillance audits are undertaken by the certification body to which GMA subscribes.

In 2024 GMA's American operations, which include production facilities in Alder-Montana, Fairless Hills-Pennsylvania, Coos Bay-Oregon and Houston-Texas completed an Audity to attain certification to ISO 45001 Safety Management Systems and 'Multi-Site' certification.

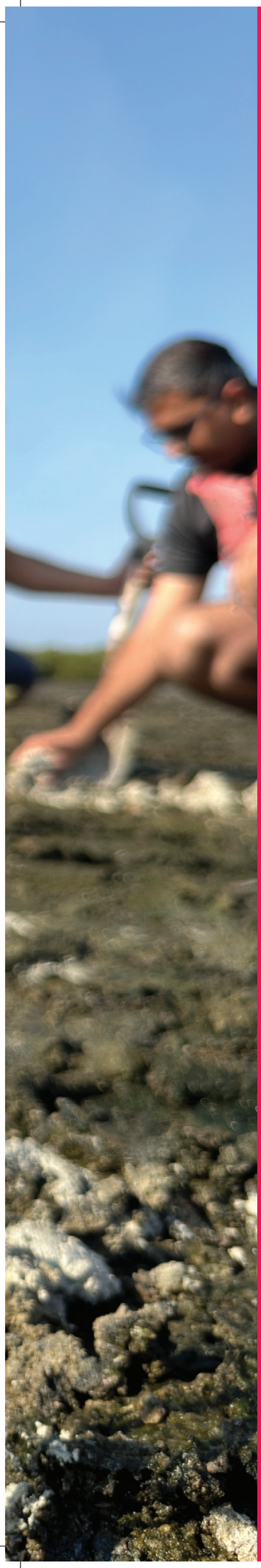
Multi-site certification will allow multiple sites to operate under a single certificate rather than separate certifications for each site. This will streamline the certification process including the administration of surveillance and re-certification audits. Not all sites require external auditing each year as auditing is subject to a sampling schedule whereby only selected sites are audited.

Multi-site certification offers benefits including cost savings, consistency, streamlined processes, and improved communication and coordination across the organization.



Our values remain central to how we work — informing decisions, strengthening culture, and aligning our actions with our purpose.





5.0 Environment

Our Environmental Approach

GMA recognizes the importance of managing our environmental impacts and the responsibility we have toward the natural environments in which we operate. Environmental considerations are embedded into the planning, execution, and review of our operations, guided by regulatory frameworks and site-specific requirements.

Our approach includes:

- Identifying environmental sensitivities during planning and design phases.
- Integrating efficiency into operational design to reduce environmental impact.
- Monitoring any material returned to the environment, such as wastewater, in line with approved methods.
- Ensuring ongoing compliance with applicable environmental legislation through continuous monitoring and reporting.

Operating across multiple jurisdictions, GMA adheres to a diverse range of environmental regulatory requirements. As a result, monitoring processes and data metrics are tailored to meet local legislative and permit obligations.

All GMA operational sites hold ISO 14001:2018 certification for Environmental Management Systems, reflecting our commitment to structured and transparent environmental governance.

We acknowledge the need for consistency and are working towards identifying a suite of environmental indicators that can be adopted group-wide to support internal benchmarking and future target setting.

5.1 Air Quality and Dust Management

Air quality and dust management remain key environmental considerations for GMA, given the nature of our mining and processing activities. We recognize the potential environmental and social impacts associated with dust generation and atmospheric emissions, particularly in the areas where we operate.

Our approach is grounded in compliance with regulatory requirements and supported by site-specific management practices aimed at minimising emissions and maintaining air quality standards.

Our approach includes:

- Operating within regulatory thresholds for dust and atmospheric emissions at all sites.
- Monitoring air quality and dust levels in accordance with licence conditions and applicable legislation.
- Implementing site-specific dust management controls, including suppression systems, real-time monitoring, and operational controls.
- Undertaking regular internal environmental audits and reviews to assess performance and identify opportunities for improvement.

Monitoring and compliance requirements vary across jurisdictions in line with local environmental legislation and permit conditions. Emissions monitored at our sites may include particulate matter (PM10 and PM2.5), carbon monoxide (CO), nitrogen oxides (NOx), sulphur dioxide (SO_2), and volatile organic compounds (VOCs), where relevant.

As part of our ongoing commitment to strengthen environmental governance across GMA, we are working towards aligning practices where possible, improving data capture, and exploring opportunities for consistent reporting metrics to support future performance benchmarking.



AIR QUALITY SUMMARY

Action	Requirement	Operations
Dust Management	Implementation of Dust Management Procedure, deployment of water carts, sprinkler systems, progressive rehabilitation, and planning.	Port Gregory & Geraldton, Western Australia
Dust Monitoring	Monthly dust monitoring, reporting on a two-year basis.	Port Gregory & Geraldton, Western Australia
Dust Control for Fugitive Emissions	Covering conveyors, screens, and transfer points.	Port Gregory & Geraldton, Western Australia, Coos Bay, Oregon, Fairless Hills, Pennsylvania, Alder, Montana
Baghouse Collection System	99% capture efficiency on PM2.5 for process dust.	Port Gregory & Geraldton, Western Australia, Coos Bay, Oregon, Fairless Hills, Pennsylvania, Houston, Texas, Alder, Montana
Exhaust Emissions Management	Dryers burn natural gas with high capacity Low-NOx burners.	Port Gregory & Geraldton, Western Australia, Coos Bay, Oregon, Fairless Hills, Pennsylvania, Houston, Texas
Emission Reporting	Annual air quality report, facility-wide emission inventory on criteria pollutants, and Air Toxics Emissions Inventory.	Coos Bay, Oregon
Fugitive Dust Control Plan	Developed in accordance with local regulations.	Coos Bay, Oregon
Portable Conveyor Emissions	Diesel engine burns ultra-low sulfur diesel, fitted with a particulate filter, certified by EPA and CARB.	Coos Bay, Oregon, Fairless Hills, Pennsylvania
Compliance with Permit Exemptions	Estimation of dust emissions using EPA guidelines.	Fairless Hills, Pennsylvania, Houston, Texas, Alder, Montana
Permits by Rule (PBR)	Compliance with PBR regulations for Wet Sand Production, Bulk Sand Handling, Boilers, Heaters, and Combustion.	Houston, Texas
Sand and Gravel Production Reporting	Annual report submission and facility-wide emission inventory.	Alder, Montana
Use of Liquid Propane	Clean fuel for dryer, no Hazardous Air Pollutants generation.	Alder, Montana
Water Scarcity and Air Quality Monitoring	Monitoring air quality as per local authority requirements.	Jebel Ali, Dubai, UAE Jubail, Saudi Arabia

5.2 Energy Use

GMA's operations consume five energy sources, powering various production equipment including pumps, generators, mining vehicles and heaters. These include:

- Diesel
- Liquefied Petroleum Gas (LPG)
- Gasoline
- Natural Gas
- Electricity (Purchased)

GMA makes use of a mix of grid-based electricity and renewable energy. In the reporting year, electricity consumption from the grid totaled approximately 24,453 MWh (2023: 18,742 MWh) across our operations. This increase reflects a higher reliance on purchased electricity, primarily due to system integration challenges at the Port Gregory site in Western Australia, which temporarily limited the effectiveness of on-site renewable generation.

5.2.1 Renewable Energy

Our Electricity Supply Agreement with AER Retail Ltd, continues to provide GMA renewable energy for our Port Gregory facility in Western Australia.

Our agreement includes three energy delivery and storage solutions:

- **Wind:** Five turbines generating 2.5 MW
- **Solar:** A 1.5 MW solar farm supporting daily demand
- **Storage:** A world-first 2 MW / 0.6 MWh Battery Energy Storage System (BESS)

In 2024, the utilization of available wind and solar power was impacted through system integration challenges. Additional power was supplied by Western Power, WA's major power utility. By the end of 2024 these challenges were addressed.

This resulted in the annual average delivery of green energy to GMA's Port Gregory operation of approximately 42%, with the remainder being provided though the state's power grid.



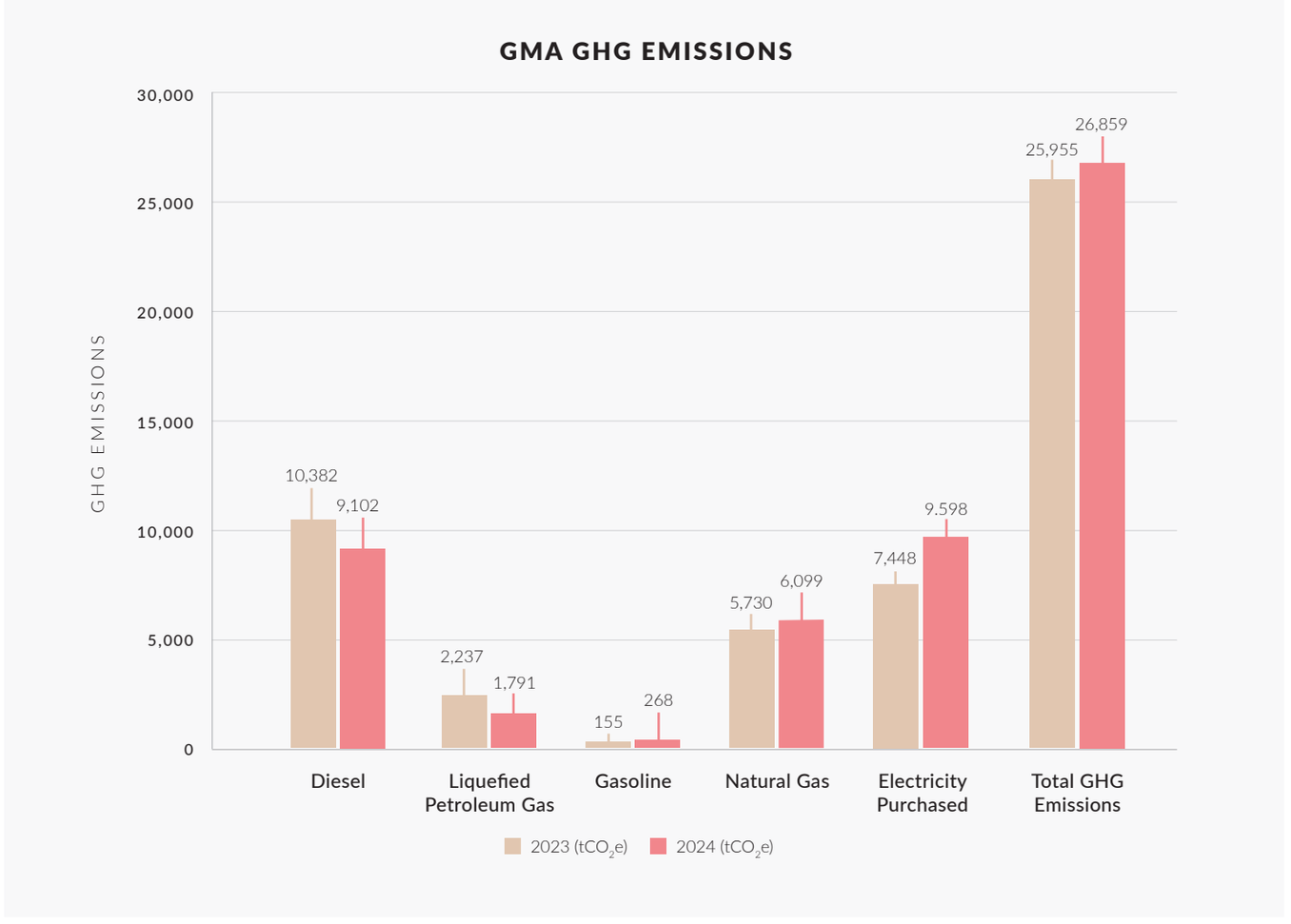
5.3 GHG Emissions

GMA measures and offsets direct Scope 1 and 2 greenhouse gas emissions generated from our locations in Australia, Americas and Middle East. During the past year we have undertaken a carbon emissions revision process. In this regard GMA has re-aligned its emissions reporting with the GHG Protocol given our operations across different jurisdictions. We apply an operational control approach to our emissions management and calculations.

2024 v 2023 Scope 1 and 2 Emissions (tons of CO2 equivalent)

Activity Data by energy source	2024 (tCO_2e)	2023 (tCO_2e)
Scope 1		
Diesel	9,102.08	10,382.72
Liquefied Petroleum Gas	1,791.54	2,237.95
Gasoline	268.11	155.11
Natural Gas	6,099.35	5,730.32
Total Scope 1	**17 261**	**18, 506**
Scope 2		
Electricity Purchased	9,598.72	7,448.90
Total GHG Emissions	**26,859.80**	**25,955.00**

[3] *This shift to a standardized methodology has led to changes in our calculations and an update of emission factors used, thus resulting in slight changes in the reported FY23 total Scope 1 emissions.*



We recorded an overall increase in our Scope 1 and 2 emissions compared to 2023, driven by a rise in purchased electricity consumption, as outlined above.

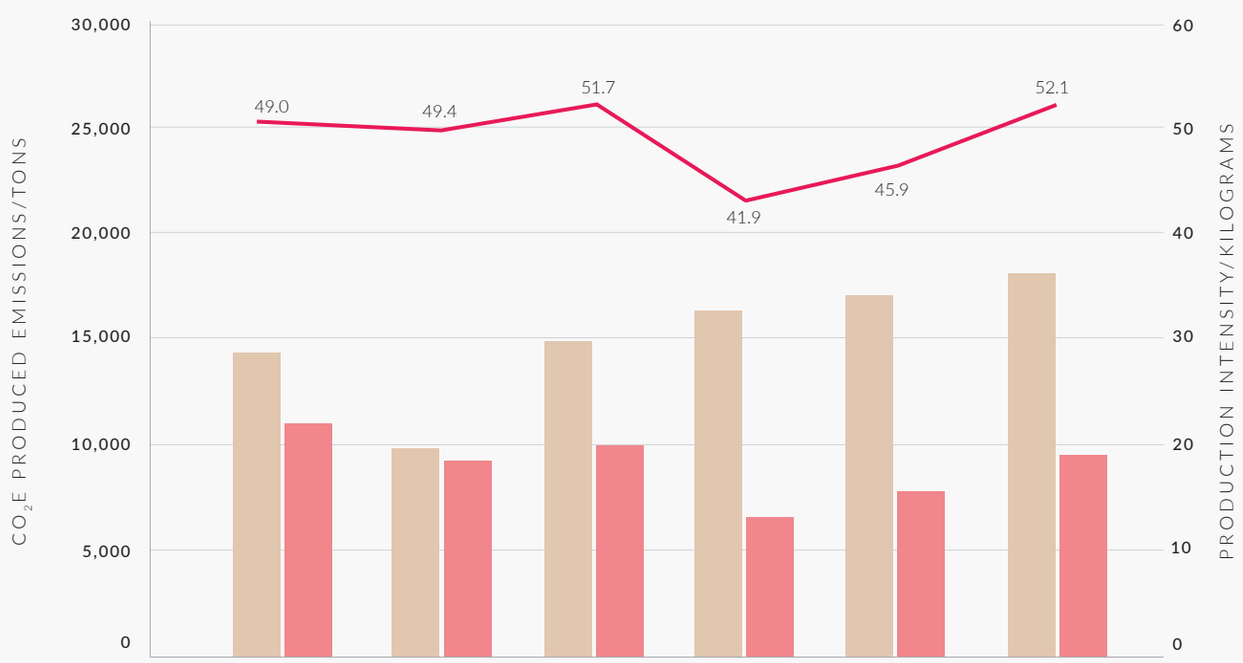
We invest in carbon offset projects to support climate action beyond our operational footprint, facilitated via our partner, Strive by STX. Projects invested for 2024 were selected based on alignment with GMA company values, proximity to GMA operations, and level of verification (Verra or Gold Standard). Programs invested in were:

1. Improved Cookstoves, Congo (DRC).
2. North Wind Energy, Langyuan Mulilo De Aar.
3. The Envira Amazonia Project, Acre, Brazil.

Emissions Intensity

Our emissions intensity increased in line with overall Scope 1 and 2 emissions during the reporting year. This rise reflects both increased energy consumption across our sites and a marginal decline in production volume. The increase in energy consumption is driven not only by system integration challenges at our Port Gregory site, which led to greater reliance on grid electricity, but also by a higher number of operational projects during the period, contributing to overall energy demand.

GMA TOTAL CO_2e PRODUCED



	2019	2020	2021	2022	2023	2024
Scope 1	14,294.70	9,775.00	14,843.14	16,268.62	18,506.00	17,261.08
Scope 2	10,976.44	9,224.00	9,908.42	6,558.60	7,448.90	9,598.72
TOTAL Emissions/ annum (t CO_2e)	**25,271.14**	**18,999**	**24,751.56**	**22,827.22**	**25,955.00**	**26,859.80**
Production intensity CO_2 Footprint (t CO_2e)	0.04898	0.04935	0.05167	0.04188	0.04585	0.05207
Tonnes Produced (kt)	516	385	479	545	531	516

Scope 1 (Direct Emissions) incorporates onsite material transportation, electricity generation, GMA owned and operated transportation and plant operations.

Scope 2 (Indirect emissions) relates to GMA's electricity use.

As we move forward, we are exploring opportunities to further reduce emissions and strengthen data consistency across our operations to support future reporting and potential target setting.

5.4 Land Management and Rehabilitation

Responsible land management and rehabilitation remain a critical focus for GMA, particularly at our mining operations in Port Gregory, Western Australia, and Alder, Montana, USA. While land clearing is necessary to support our mining activities, we recognize the long-term responsibility to restore ecosystem function, protect biodiversity, and return land to productive and sustainable use.

Our approach is underpinned by the following principles:

- Compliance with all regulatory requirements governing land clearing, rehabilitation, and environmental management at both Port Gregory and Alder.
- Ongoing monitoring to assess rehabilitation progress and ensure regulatory obligations are met.
- Application of scientific knowledge and industry best practice to guide rehabilitation strategies.
- Engagement with local stakeholders at Port Gregory to support culturally sensitive and locally informed rehabilitation practices.
- Education of our people as to the importance of rehabilitation

We are embedding structured, science-based rehabilitation practices across our sites — working to minimize clearing and strengthen our long-term land management outcomes.

Port Gregory, Western Australia

GMA operates in a landscape shaped by extensive historical land clearing for agriculture. Within this context, we are committed to minimizing further land disturbance wherever possible and to the progressive rehabilitation of areas impacted by our activities. Equally important is honoring our responsibility to landowners by demonstrating respect for the land, ensuring that rehabilitated areas are thoughtfully integrated into the surrounding environment in line with our commitments.

All clearing and ground disturbance activities require an internal permit aligned to the GMA Environmental Management System. These permits specify detailed requirements for the handling of topsoil and vegetation to maximize the success of rehabilitation and ensure alignment with the approved Mine Closure Plan.

Rehabilitation efforts focus on returning disturbed areas to a condition that blends with the surrounding environment. This includes backfilling mined areas with processed material, applying topsoil, and distributing retained vegetation matter to support erosion control and habitat connectivity.

In 2024, we continue to partner with a local Aboriginal business to support our rehabilitation activities — creating employment opportunities through seed collection, propagation, tubestock planting, and weed management.

5.4.1 2024 Rehabilitation Activities

Since commencement of our operations, GMA is proud to have rehabilitated over 198 hectares. In 2024, we rehabilitated over 16 hectares. We continued to deploy weed management practices of previous rehabilitated areas, undertake careful selection and planting of tube stocks with support of a local Aboriginal business and monitor these activities periodically.



Alder, Montana, USA

At our Alder operations in Montana, land reclamation and closure planning remain a key focus area in 2024 as part of our commitment to responsible land management and compliance with local regulations.

- In 2024, zero acres of land disturbance was recorded.
- 2.0 acres was reclaimed at the Alder mine site in conjunction with exploration drilling that was conducted in 2023.

In 2024 and in conjunction with the Madison County Weed Board and Montana Department of Environmental Quality, GMA controls noxious weeds on 340-acres at the Alder site.

Looking ahead, GMA remains committed to working closely with the Montana DEQ and other stakeholders to meet all rehabilitation obligations and ensure the Alder site is closed in a way that protects environmental values.

CASE STUDY

Rehabilitation Activities in Port Gregory

Since commencement of our operations, GMA is proud to have rehabilitated over 198 hectares. In 2024, we rehabilitated over 16 hectares at Port Gregory. We continue to deploy weed management practices of previous rehabilitated areas, undertake careful selection and planting of tube stocks with support of a local Aboriginal business and monitor these activities periodically.

In preparation for our 2025 rehabilitation planting program, over 10,000 tubestock were propagated. Additionally, we distributed 70 kg of pelletized native seed over 1.5 hectares at Port Gregory to support further revegetation efforts.



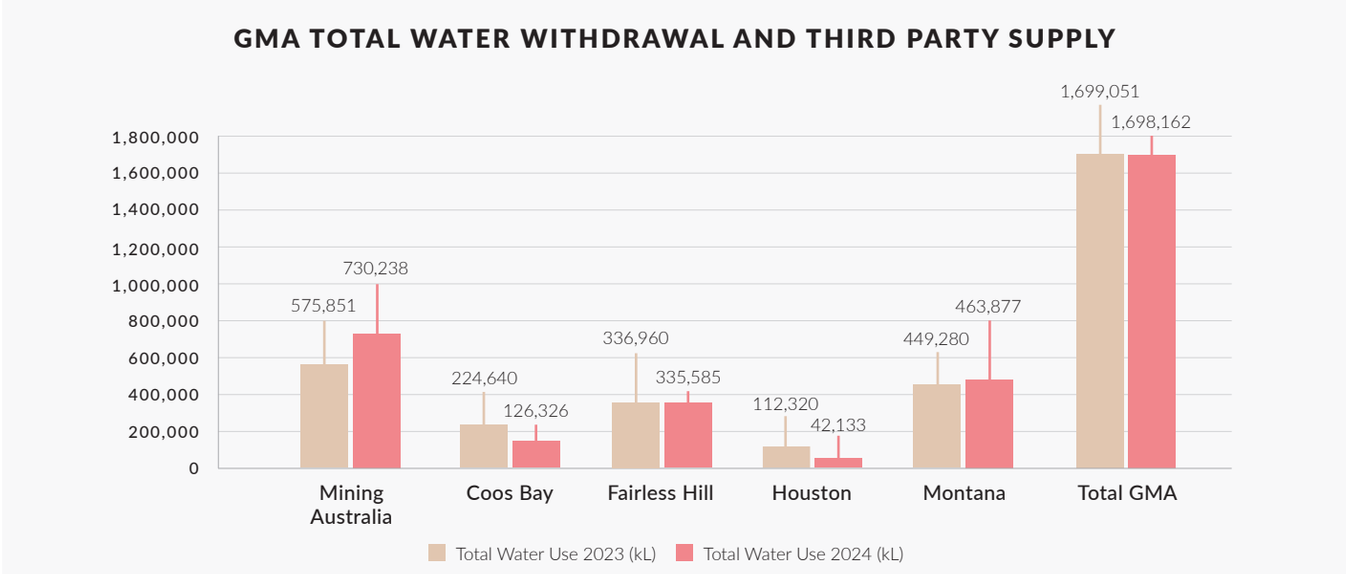
5.5 Water Management

Managing water responsibly is critical to our operations. As a shared and finite resource, water use carries both environmental and social responsibilities, underscoring the importance of ongoing efforts to ensure responsible stewardship.

Operating across diverse geographical and regulatory contexts, our approach to water governance is guided by four core principles:

- Assessing water-related risks early in project planning
- Maintaining compliance with local regulatory obligations
- Implementing continuous monitoring systems
- Improving water efficiency and reuse where feasible

We are working to standardize reporting processes across all locations, ensuring consistency in how water data is collected and applying definitions consistently across our jurisdictions and various processes. We recognise that developing a consistent approach to water monitoring and subsequent reporting will support better oversight, meaningful internal benchmarking, and long-term performance management.



Our operations in the KSA and UAE only used 3985 and 7 kiloliters of water respectively.

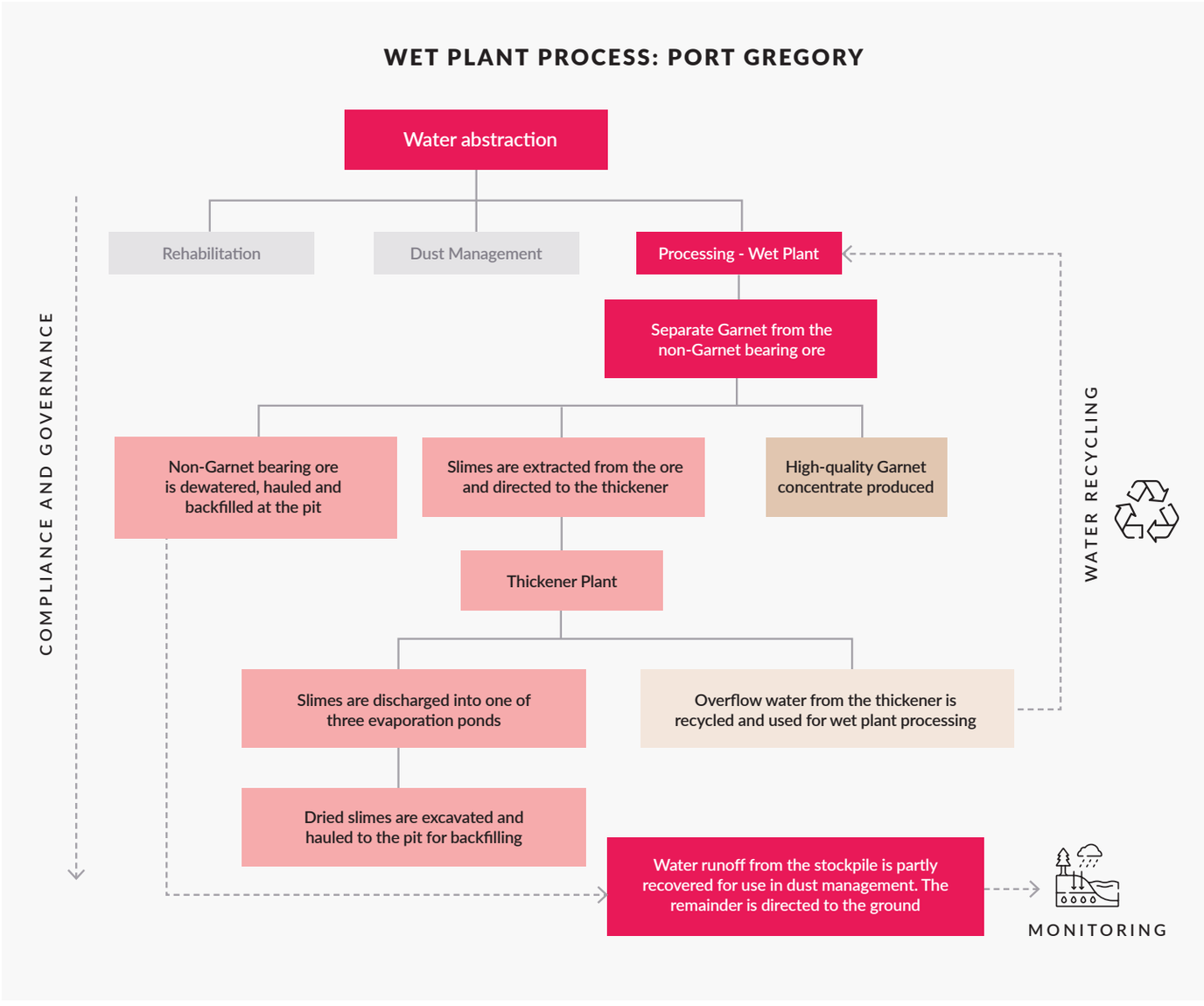
Port Gregory, Western Australia

Located near sensitive environmental areas, including the Ramsar-listed Hutt Lagoon and the culturally significant Utcha Swamp, the Port Gregory operation remains a priority site for water stewardship.

Water is used in wet plant processing, separating garnet from non-garnet ore. Recycled water is utilized within the system via a thickener plant and tailings storage ponds, with surface runoff also captured and reused.

In 2024, water use at our operations in Port Gregory increased from 2023 by approximately 154,000 kiloliters. This increase is attributed to the increase in our wet plant processing because of installed infrastructure such as an additional thickener which requires additional water to operate.

GMA actively monitors 31 bores to assess groundwater conditions and any potential impact on nearby ecosystems. Rehabilitation and dust suppression activities at Port Gregory are also supported by efficient water reuse practices.



CASE STUDY

Water Recovery at U.S. Operations

GMA advanced its water stewardship efforts in 2024 through targeted initiatives at our U.S. sites, focusing on sustainable discharge practices, baseline data collection, and long-term monitoring.

At our Coos Bay facility, baseline water quality assessments and modelling were completed in line with the Oregon Department of Environmental Quality's Internal Management Directive (IMD). These assessments supported permit approvals and ensured that site water discharges were sustainable and environmentally responsible.

Our Alder site implemented a surface and groundwater monitoring plan designed to establish a water quality baseline and identify changes over time, including potential leakage from lined process ponds. The program involved quarterly sampling of Alder Creek, five groundwater wells at the processing plant, nine wells at the pit, and monthly testing of the site's freshwater pond.

Monitoring data from both sites was submitted quarterly to relevant state environmental agencies, with annual reports used to track long-term trends and support compliance. These efforts reinforced GMA's commitment to protecting local ecosystems and maintaining responsible water management across our U.S. operations.

Coos Bay, Oregon

Our Coos Bay facility receives its potable water and process water from the Coos Bay-North Bend Water Board.

Zero groundwater, river water or seawater is used in the processing of garnet. During the permitting process, GMA undertook comprehensive baseline water quality assessments and modelling in line with the Oregon Department of Environmental Quality (ODEQ) Internal Management Directive (IMD). These assessments supported long-term sustainability by confirming that water discharges would not negatively impact local water resources or surrounding ecosystems.

Houston, Texas

Utilizing existing infrastructure, owned, and permitted by WATCO, LLC (WATCO) Houston receives its potable water and untreated process water from the City of Houston.

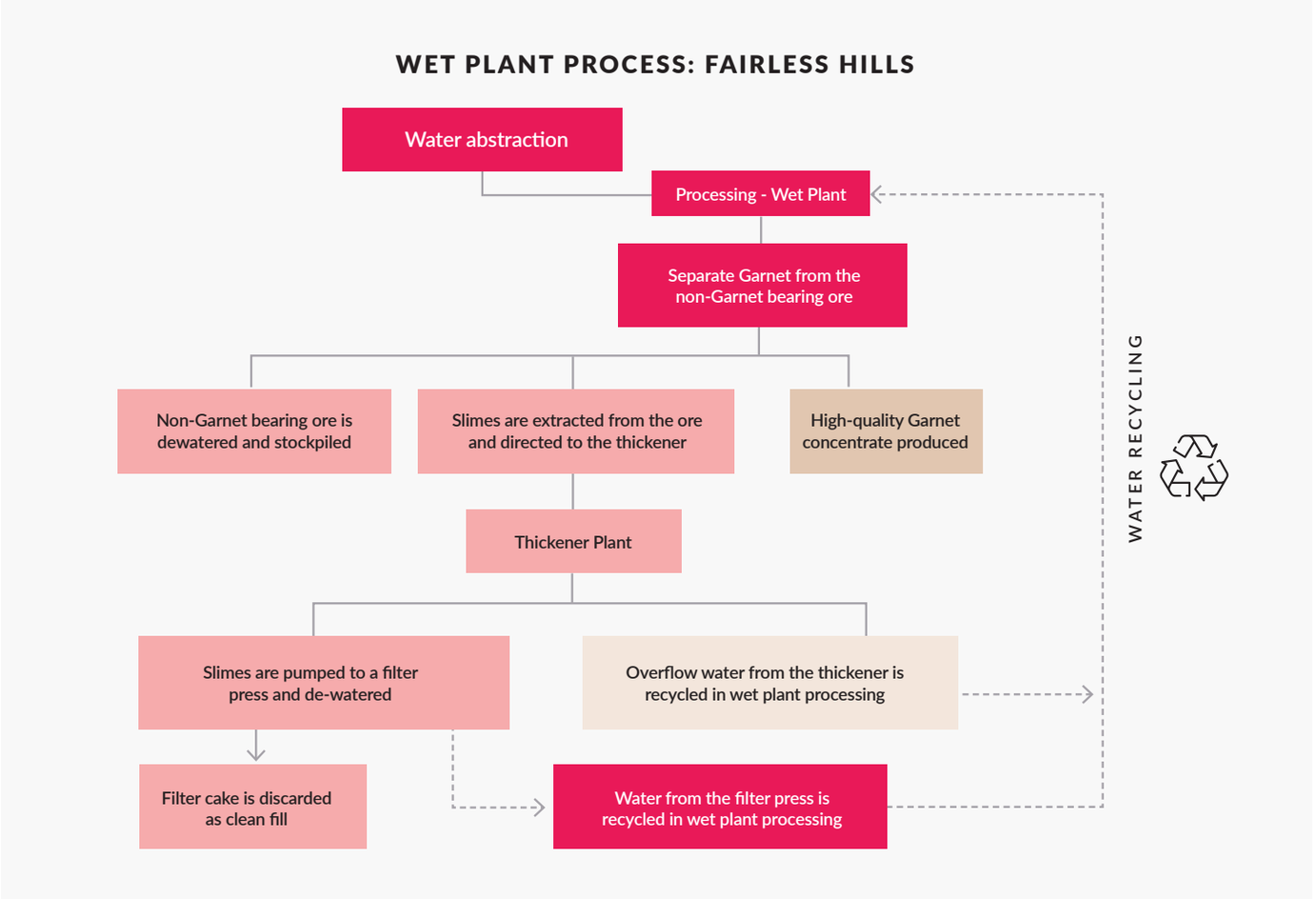
The Houston wet plant was initially designed as a once-through discharge system where water enters and is discharged, where there is no recirculation of water. Currently, the wet plant can operate as a once through system or can recirculate and recycle the water.

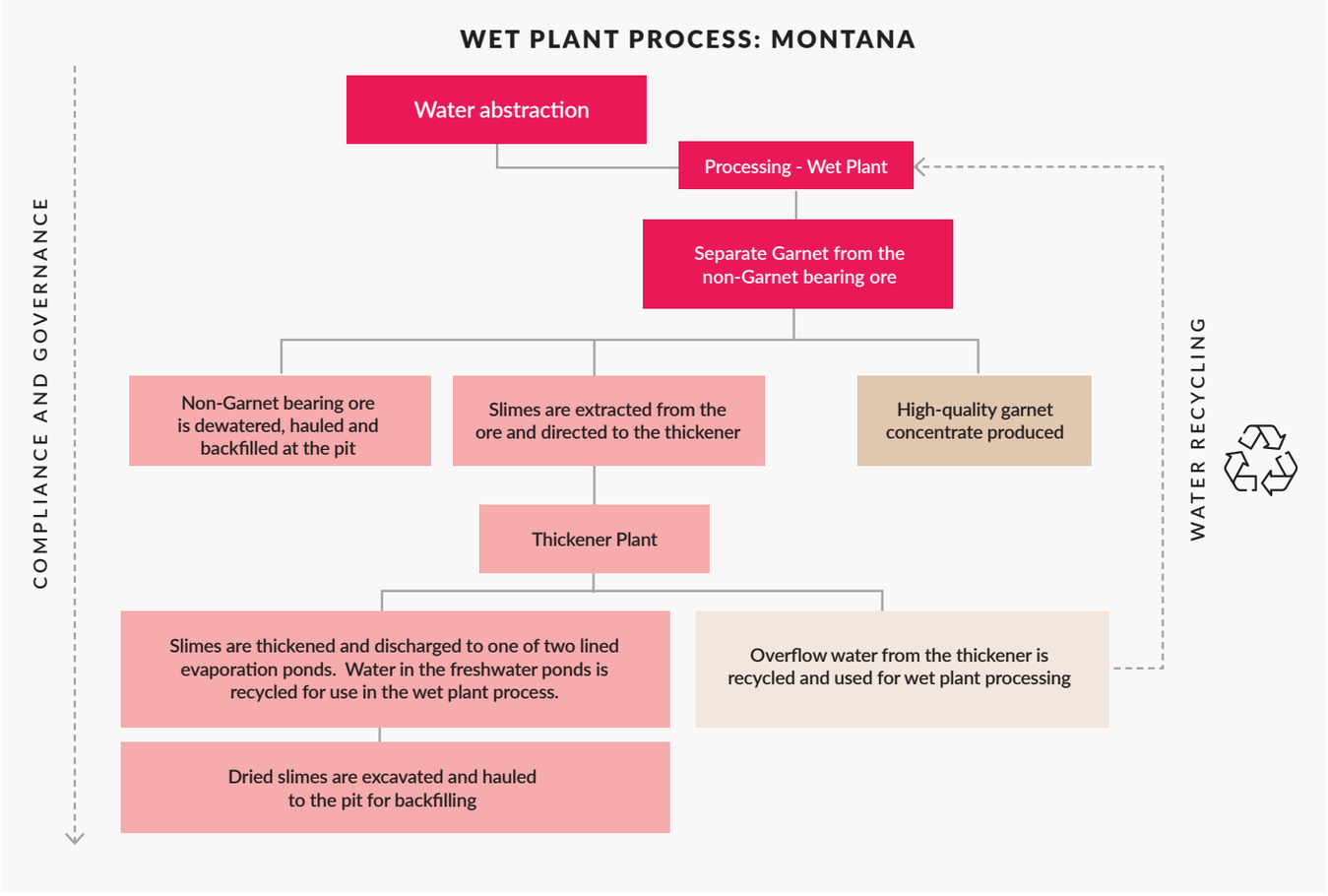
During wet processing, process water will be discharged to an underground pipeline system owned by WATCO where discharge water will enter Buffalo Bayou, a saltwater arm of the Houston Ship Canal. Due to construction and start-up challenges, the wet plant had limited operations in 2024, with expectation that the wet plant to be operational in 2025.

Fairless Hills, Pennsylvania

At our Fairless Hills facility, water is a key input to our operations, used in washing and processing of garnet, and domestically throughout our offices. Utilizing existing infrastructure, owned, and permitted by the Morrisville Municipal Authority (MMA), our Fairless Hills facility receives its potable water and untreated process water from the Delaware River. The processing plant is designed as a once-through discharge system. Process water is discharged to the MMA water treatment plant, then the water is treated and discharged back to the Delaware River.

In 2024, Fairless Hills has had no exceedances of stormwater permit requirements.





Alder, Montana

At our Alder processing plant, we use water for the separation of garnet from non-garnet bearing ore. Water is sourced directly from a freshwater pond (silty water).

Water used during the garnet concentration process is directed back to a thickener, which removes total suspended solids. The clarified water is then pumped to one of two geosynthetic-lined ponds where finer sediments are allowed to settle. Water from these ponds is pumped back to the processing plant, and freshwater ponds are used to compensate for evaporation and operational losses. By design, this system functions as a closed loop with zero discharge, ensuring no interaction with surface water or groundwater.

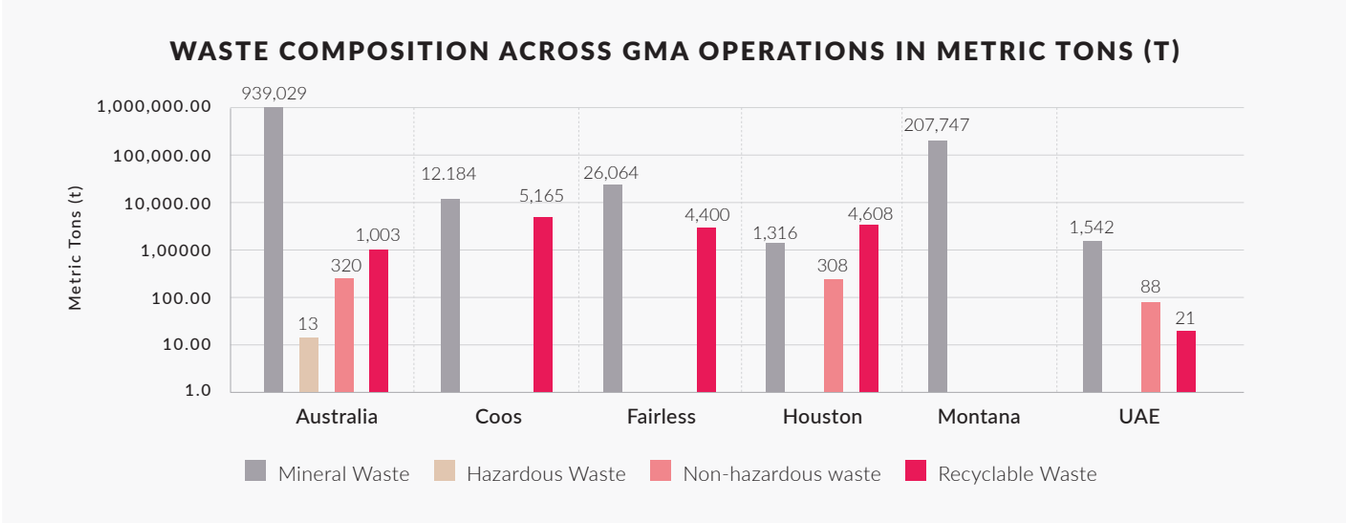
Jubail, Saudi Arabia

At our Jubail site, water is used in garnet processing, dust suppression, landscaping, and domestic use. Water sources include an on-site borewell, municipal supply, and tankers of demineralized water.

Jebel Ali, UAE

Jebel Ali does not include a wet plant. Water is used for vegetation and domestic purposes only and is supplied by the Dubai Electricity and Water Authority (DEWA).

Strengthening water stewardship is critical to GMA's sustainability efforts — with a clear focus on improving how we manage, monitor, and report water use across all operations.

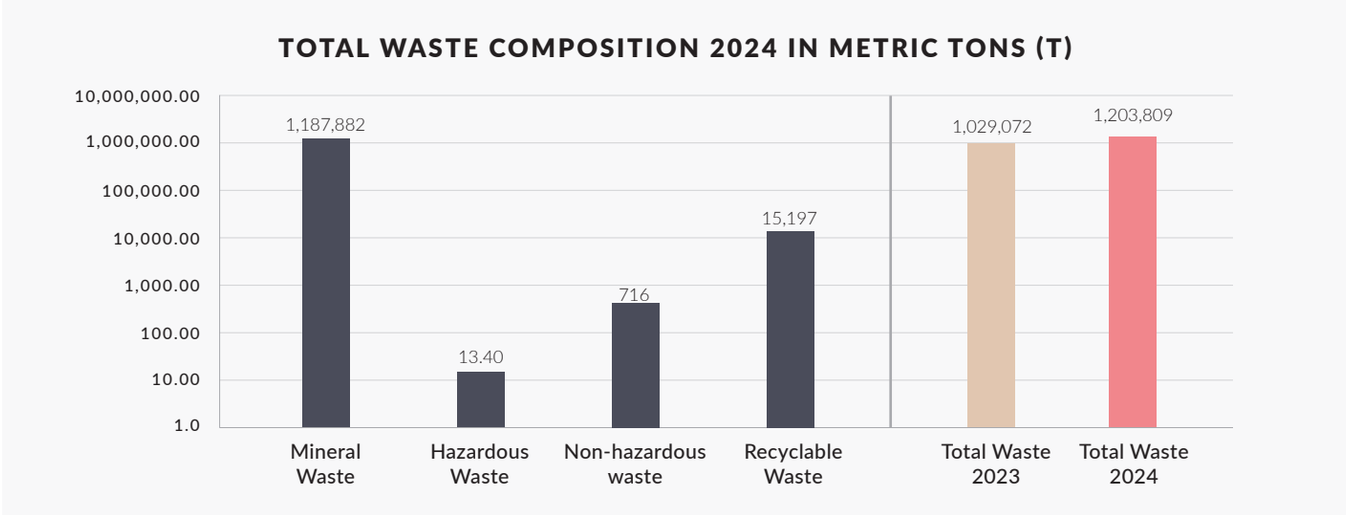


5.6 Waste Management

Waste generated across our operations requires careful management to ensure the safety of employees, contractors, communities, and the environment.

In 2024, we continued working to strengthen the consistency and transparency of waste tracking, classification, and reporting across all regions. This included aligning metrics and oversight mechanisms while seeking opportunities to reduce volumes sent to landfill and improve resource recovery across the group.

During 2024 our operations generated a total of 1,203,809 tons of waste. The majority of our waste relates to mineral waste.



The majority of waste is generated at our Australian operations.

5.6.1 Mineral waste

Across Australia, the United States, and the Middle East, mineral waste from mining and processing was managed in compliance with applicable laws and permits. Where feasible, materials were reused for reclamation or reprocessed to recover valuable resources.

AUSTRALIA

- **Port Gregory and Geraldton**

  Our operations in Western Australia continued to support progressive rehabilitation efforts. Coarse tailings generated from wet plant processing were repurposed for backfilling mined-out areas, aligning with our commitment to responsible land use and rehabilitation.

UNITED STATES

- **Fairless Hills, Pennsylvania**

  Filter cake from garnet processing underwent clean fill assessment, with a portion successfully diverted from landfill. Dust generated during garnet drying was collected and disposed of through licensed facilities.

- **Coos Bay, Oregon**

  A significant portion of the filter cake generated was classified as clean fill and diverted from landfill. Additionally, fines resulting from drying and processing activities were reprocessed to recover usable garnet.

- **Houston, Texas**

  Filter cake produced from garnet processing was evaluated under applicable clean fill regulations. Material not meeting clean fill criteria was managed through approved waste disposal channels. Dust generated during drying was similarly handled in accordance with regulatory requirements.

- **Alder, Montana**

  Our Montana operations focused on material diversion and preparation for future reclamation. Process residues such as wet slimes, overburden, and tailings were transferred to designated waste areas for reclamation use. Some materials were retained for future reprocessing as part of ongoing recovery projects. Dust from drying operations was consistently managed through backhaul to waste areas.

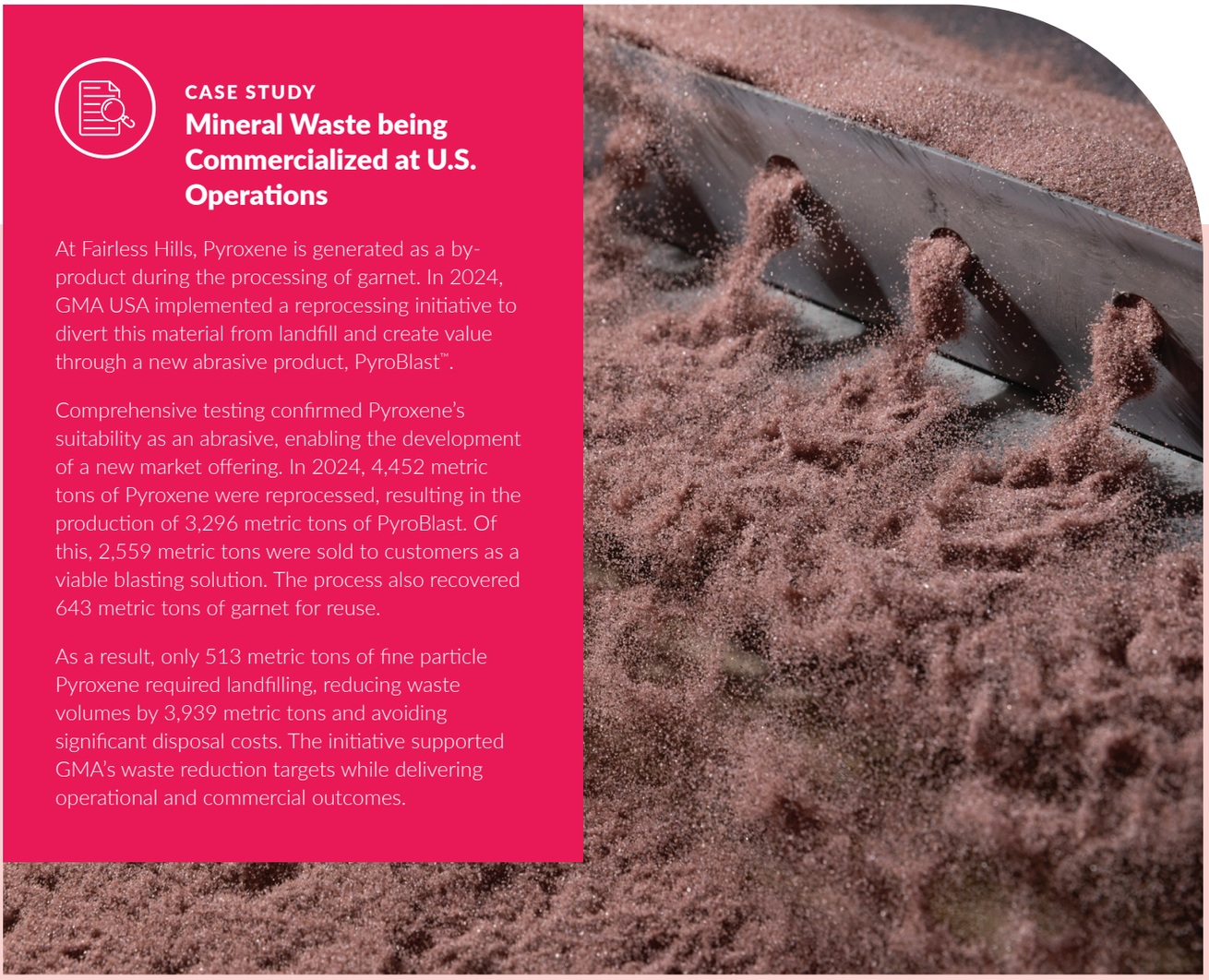
CASE STUDY

Mineral Waste being Commercialized at U.S. Operations

At Fairless Hills, Pyroxene is generated as a by-product during the processing of garnet. In 2024, GMA USA implemented a reprocessing initiative to divert this material from landfill and create value through a new abrasive product, PyroBlast™.

Comprehensive testing confirmed Pyroxene's suitability as an abrasive, enabling the development of a new market offering. In 2024, 4,452 metric tons of Pyroxene were reprocessed, resulting in the production of 3,296 metric tons of PyroBlast. Of this, 2,559 metric tons were sold to customers as a viable blasting solution. The process also recovered 643 metric tons of garnet for reuse.

As a result, only 513 metric tons of fine particle Pyroxene required landfilling, reducing waste volumes by 3,939 metric tons and avoiding significant disposal costs. The initiative supported GMA's waste reduction targets while delivering operational and commercial outcomes.



5.6.2 Hazardous Waste

PORT GREGORY, WESTERN AUSTRALIA

In 2024, GMA continued to operate its bioremediation facility at Port Gregory to treat hydrocarbon-impacted soils generated through site activities. During the reporting year, approximately 1,003 metric tons of waste was successfully recycled through our bioremediation facility (hydrocarbon contaminated soil remediated and reused as backfill).

Once remediated, the soil can be reused onsite, and as such divert the contaminated soil from landfill. GMA has strict requirements under its environmental license to meet environmental criteria before reuse.

MIDDLE EAST

Garnet reprocessing residues remained classified as hazardous due to trace inorganic compounds. Waste was either disposed of in accordance with local regulations or directed to cement kilns where permitted.

5.6.3 Our approach to mineral by-products, waste minimization and recycling

5.6.3.1 Mineral by-products

We continue to develop and drive waste minimization efforts. A key aspect in this regard is recovering industrial mineral by-products through our wet and dry processing, thus reducing waste and supporting resource efficiency.

5.6.3.2 Waste diverted

In 2024, GMA continued to advance waste minimization efforts through the recycling, reprocessing, and reuse of operational and customer-generated garnet. Across our operations, we work to reduce the volume of material sent to landfill by enhancing existing waste recovery systems and supporting sustainable practices among our customers.

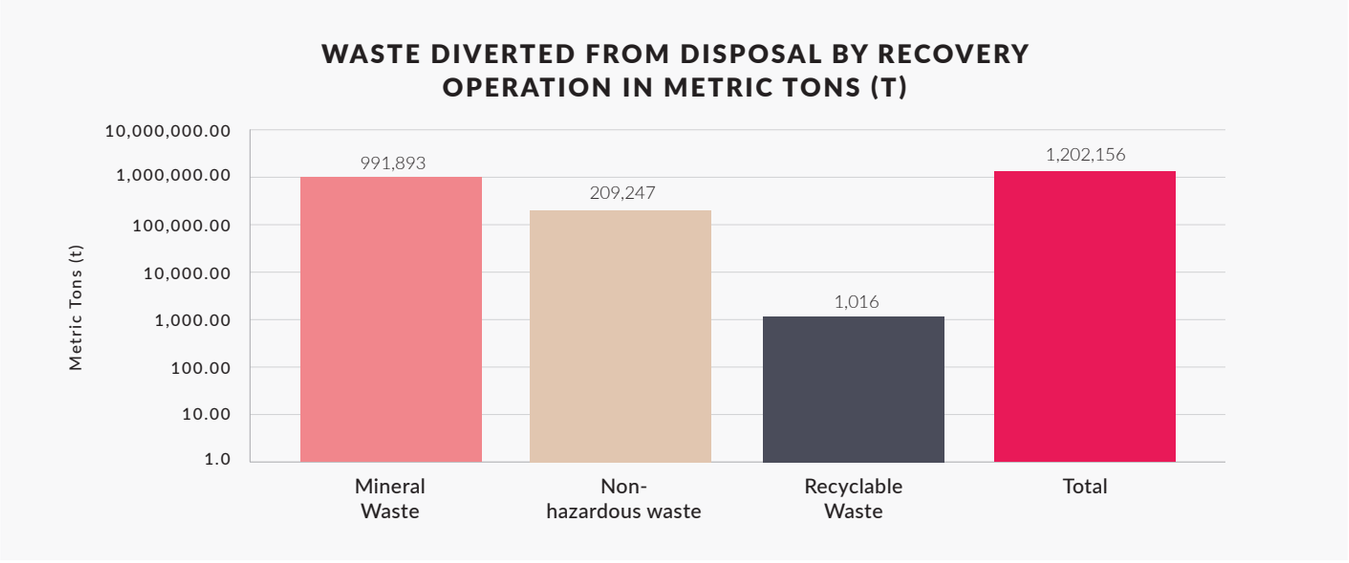


CASE STUDY

Recognizing a Commitment to Sustainability in Saudi Arabia

Since the beginning of its collaboration with local industry partners, Garnet Arabia Company (GAC), GMA's local subsidiary in Saudi Arabia, has worked closely to promote responsible waste management and circular economy practices in the abrasive blasting industry. Through the Garnet Return Rewards Program, GAC has supported efforts to reduce environmental impact and encourage a closed-loop approach to garnet use.

In recognition of ongoing efforts across the industry, in 2024, GAC proudly acknowledged the progress made in advancing sustainable industrial practices. These initiatives exemplify how aligned values and joint action can drive meaningful environmental progress. By returning used garnet for reprocessing rather than landfilling and disposal, participating partners are contributing to a longer lifespan for every grain of garnet mined—minimizing waste and reinforcing ESG objectives. GMA looks forward to continuing this collaboration and recognizing more partners who choose to invest in sustainable solutions.



5.6.3.3 Reprocessing

To support responsible waste practices in the USA, GMA offers customers an innovative, cost-effective and environmentally friendly solution to return used garnet for reprocessing.

In the USA, we operate three permitted processing facilities—Fairless Hills, Houston, and Coos Bay—instead of landfilling. In 2024, GMA began operating a collection site for used garnet in Cincinnati, Ohio where used garnet is transported to one of our permitted processing facilities.

All returned garnet is subject to specific acceptance criteria and waste determinations using EPA's RCRA 8 TCLP screening. Returned garnet procedures are reviewed and approved by state regulatory agencies and included in GMA's environmental permits and records.

Across the Middle East, growing environmental awareness and population pressures have led to an increased focus on sustainable waste management, including material reprocessing and landfill reduction. In support of these regional priorities, GMA continued to advance responsible waste practices through its Middle East Rewards program, which incentivizes customers to return used garnet for recovery.

Returned garnet was accepted at designated collection points and managed in line with local environmental regulations.

TABLE OF REPROCESSED GARNET

	2019	2020	2021	2022	2023	2024
US	Regional breakdown not available		11,397	10,043	10,737[c]	11,494
GAC			12,170	12,500	22,333	33,141
ME			12,431	11,100	7,148	13,888
TOTAL (metric tons)	**35,600**	**28,600**	**35,998**	**33,643**	**40,218**	**58,523**

[c] *Correction Note:*

In the 2023 Sustainability Report, the U.S. recycling figures were incorrectly reported. The corrected values are as follows: Reported as 10,600 | Correct value: 10,737 metric tons.

5.6.4 GMA Global Sustainability Awards

In 2024, GMA launched our inaugural Global Sustainability Awards to recognize outstanding efforts by customers and distribution partners in advancing sustainability within their operations. The awards program aimed to highlight initiatives that aligned with GMA's sustainability goals, including waste reduction, circular resource use, and environmental innovation.

The program formed part of GMA's broader commitment to engage stakeholders in long-term sustainability efforts and build recognition around shared environmental responsibility across the value chain. Winners will be announced during 2025.



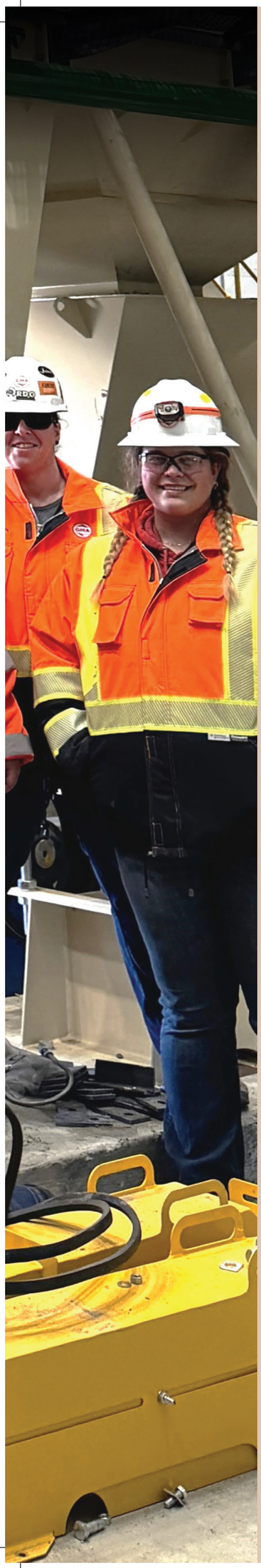
CASE STUDY

McDermott and GMA Middle East Celebrate a Decade of Environmental Leadership

McDermott and GMA Middle East have cultivated a long-standing partnership rooted in mutual sustainability goals and shared responsibility. Through McDermott's active participation in the GMA Garnet Return Rewards Program, the company has continually demonstrated leadership in promoting responsible abrasive waste management and circular resource use across its fabrication operations in the UAE. This partnership has become a model of how industry collaboration can integrate recycling into large-scale industrial processes.

In recognition of these sustained efforts, GMA proudly awarded McDermott the first-ever Platinum Membership in the program. This milestone reflects McDermott's commitment to reducing environmental impact and reinforcing circularity in surface preparation practices. Working together, the two entities have shown how environmental goals can be aligned with operational excellence - creating long-term value prolonging the life of this natural resource. GMA looks forward to building on this successful partnership and encouraging more organizations to embed sustainability into their operations.


GMA



6.0 Social

6.1 Our People

Embedding our Approach to Safety

We continue to focus on a culture shaped by purpose, accountability, and opportunity. Our focus remained on creating a workplace where people are supported to grow, feel connected to the business, and contribute meaningfully to long-term outcomes.

Our efforts are guided by two objectives:

1. Creating a workplace people want to be part of
2. Providing meaningful, challenging work that supports development and drives engagement

Our values — Determination, Care, Trust, Entrepreneurship, Excellence, and Teamwork — underpin everyday decision-making and shaped how we work across all regions. These values support our long-standing commitments to culture, safety, and operational performance.

Diversity across our global teams continue to enhance decision-making and reinforce our organizational resilience. We recognize the value of varied perspectives and experiences in driving better outcomes and supporting our social, safety, and productivity commitments.

At the same time, we sought to identify opportunities to improve how we connect and scale practices across the business. These included streamlining systems, better leveraging digital tools to connect people, and aligning leadership development more closely with business strategy and sustainability priorities.

Linking day-to-day practices with long-term ESG goals remains a key opportunity for improvement. Throughout 2024, we began formalizing ways to better integrate cultural development, workforce planning, and operational governance into our broader sustainability commitments.



Our Workforce at a Glance

(31 Dec 2024)

463
EMPLOYEES GLOBALLY

=

39%
AUSTRALIA (182)

39%
UNITED STATES (179)

22%
MIDDLE EAST (102)*

**Includes 14 casual employees*

106
NEW HIRES

14.9%
(93) VOLUNTARY TURNOVER

15+
DIFFERENT NATIONALITIES

22%
FEMALE SENIOR MANAGEMENT REPRESENTATION GLOBALLY

Engagement

Employee feedback continues to play a central role in shaping how we strengthen workplace culture, communication, and leadership practices. While no engagement survey was conducted in 2024, insights from previous years continued to guide our focus on connection, collaboration, and leadership responsiveness across GMA.

Key areas of attention — including cross-functional collaboration, visibility of career development, and mental wellbeing — remained relevant to our engagement priorities.

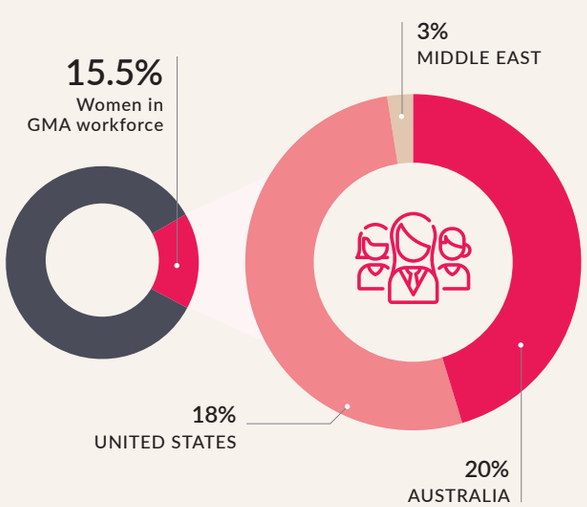
Actions initiated in 2023 were further embedded in 2024, including:

- Strengthening CEO communication with global teams through monthly video updates to enhance clarity and connection across regions.
- Expanding team-building initiatives, particularly in the Middle East.
- Further engagement of employees in the development of workplace procedures and operational guidelines.
- Increasing senior leadership visibility at operational sites globally.
- Promoting cross-region collaboration.

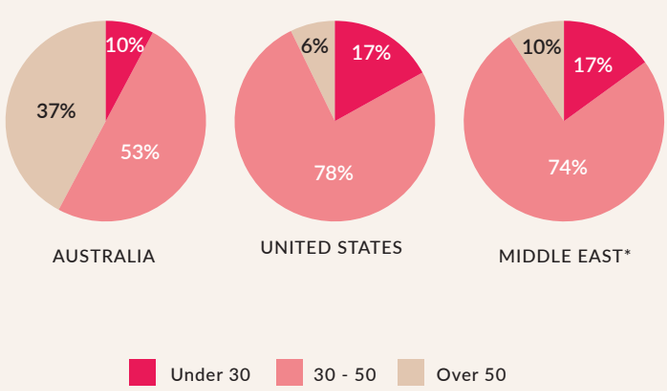
In addition, employee-led working groups continued to build meaningful engagement across a range of functions, including, Products (new applications, waterjet and abrasive blasting), Safety, Sales, Marketing, and Logistics. These groups provide regular opportunities for employees to contribute to improvements in operational efficiency, customer service, workplace safety, and knowledge sharing. They also play a role in developing best practice guidelines, onboarding tools, and peer-led initiatives that reflect local needs and global priorities.

These actions reflect our commitment to act on feedback and to integrate workforce insight into everyday business practice — reinforcing a culture of openness, responsiveness, and continuous improvement.

WORKFORCE DIVERSITY



AGE DISTRIBUTION



6.2 Our Culture

Culture at GMA is shaped through actions. Beyond listening, we continued to implement targeted initiatives that reflected what we heard — creating practical opportunities for employees to contribute to and shape the working environment around them.

2024 witnessed the deliberate action to connect the role of leadership to further building our culture.

Under the direction of the CEO, members of the Executive Committee dedicated time in their Executive committee meeting routines to assess and reflect on the effectiveness of their respective teams. This included examining how each leader influences their team dynamic and contributes to shaping a constructive, inclusive, and accountable workplace culture.

This work resulted in refreshed leadership routines designed to reinforce alignment with organizational priorities, improve the timeliness of feedback, and support greater visibility of leadership expectations. Leadership development remained a standing item on the agenda throughout 2024—reinforcing the importance of consistent role modelling and shared responsibility in maintaining a strong organizational culture.

Our Executive committee also facilitated structured activities with their teams to align on ways of working, expectations, and behaviors that support GMA's goals. These discussions helped clarify how leadership actions and team norms can reinforce a positive employee experience across our business.

Our ongoing cultural focus remains centred on promoting learning, transparency, wellbeing, and connection—ensuring that culture continues to be a shared responsibility, actively shaped by both leadership and team contributions.



CASE STUDY

Strengthening Alignment with our Parent Company, Jebsen & Jessen

In 2024, we deepened our engagement with our parent company, Jebsen & Jessen Group (J&J), to align on shared sustainability priorities and enhance the transparency of our reporting practices. As a wholly owned subsidiary, GMA recognizes the importance of alignment and the ability to contribute meaningfully to J&J's broader environmental, social, and governance (ESG) commitments.

Key progress areas in 2024 include:

- **Workforce and HR alignment:** We commenced mapping our people-related data, policies, and wellbeing initiatives to J&J's group-wide reporting requirements, identifying areas for improved consistency and shared understanding.
- **Internal systems review:** We supported J&J's sustainability team by participating in group-level information requests and aligning internal processes to strengthen our contribution to broader ESG disclosures.
- **Group participation and engagement:** GMA team members took part in J&J-led forums, internal events, and training sessions—ensuring we remain connected to group initiatives, aligned with shared procedures, and actively involved in shaping best practices across the business.

6.2.1 Employee Relations

Fair, transparent, and compliant employment practices remain a foundation of GMA's workforce strategy. In 2024, we continued to embed long-term thinking into how employment frameworks are structured, aiming not only to meet legal requirements but to strengthen employee engagement and workplace sustainability across all regions.

In Australia, a new Enterprise Agreement was finalized through a consultative process involving more than 15 employee representatives. The agreement provides four years of certainty around pay, classifications, leave, and other employment terms — reinforcing our commitment to inclusive decision-making and shared accountability. It covers approximately 120 operational employees and marked a meaningful step in embedding employee voices into formal structures.

We also responded to legislative changes introduced through the Fair Work Legislation Amendment (Closing Loopholes) Act 2023, issuing updated individual employment contracts for all Australian professional roles to ensure compliance and alignment with best-practice employment standards.

In the Middle East and United States, all employment arrangements continue to align with local labor laws and contractual obligations, supported by region-specific employment policies.

Beyond compliance, we maintain a suite of employee benefits that reflect our commitment to supporting health, wellbeing, and long-term retention. In Australia, these included gym membership and access to health assessments — initiatives developed in response to employee feedback and intended to promote physical wellness as part of a healthy workplace culture.

Our approach to employee relations in 2024 reflects a broader shift from transactional compliance toward integrated, people-focused practices that support sustainable employment and long-term workforce resilience.

Available Benefits *(31 Dec 2024)*	**AUST**	**US**	**KSA**	**UAE**
Incentive Plan Participation	✓	✓	✓	✓
Life Insurance		✓		
Medical Insurance		✓	✓	✓
Pension/ Superannuation	✓	✓	✓	
Parental Leave	✓	✓	✓	✓
Annual Leave/ Paid Time Off	✓	✓	✓	✓
Sick Leave (Personal Leave)	✓		✓	✓
Gym Membership	✓		✓	
Flexible Work Access	✓	✓	✓	✓
Employee Assistance Program	✓	✓	To be introduced in 2025	To be introduced in 2025
Study Support (Financial and Non-Financial)	✓	✓	✓	✓
Return Travel to Home location			✓	✓
Health and Fitness Assessments	✓			
Community Investment Participation	✓	✓		✓

We are committed to promoting health and wellness through understanding the link between physical and mental health.

6.2.2 Diversity and Inclusion

Fostering a diverse, inclusive, and respectful workplace remains a priority as we continue to focus on creating an environment where all employees feel valued, heard, and supported — recognizing that inclusion is an ongoing responsibility, not a one-time achievement.

Across our operations, we built on previous efforts and introduced new initiatives aimed at strengthening inclusivity in our hiring practices, workplace behaviors, and community partnerships.

In Australia, we continued rolling out our Respectful Behavior development program across the Geraldton and Port Gregory operations. The program, launched in late 2023, used live-actor simulations to model appropriate and inappropriate workplace behaviors, followed by guided conversations to support reflection and learning. Feedback from employees and leaders highlighted the value of moving beyond traditional classroom formats to a more interactive, engaging approach. This method proved particularly effective in promoting behavioral accountability and shared understanding of workplace expectations, as demonstrated through post-session surveys and participant feedback, which consistently rated the sessions as relevant and impactful in encouraging positive behavior change.

We also deepened our engagement with local education and employment initiatives that support underrepresented groups:

- Participated in the MEEDAC Community and Employment Expo in Geraldton, Western Australia to promote employment pathways for Aboriginal and Torres Strait Islander peoples and connecting with local candidates;
- Continue to offer scholarships through the Hollomby Foundation at Geraldton Universities Centre, with a focus on supporting Indigenous students in higher education;
- Maintain our scholarship partnership with Central Regional TAFE, providing financial support to local students pursuing vocational education and training.

Building workforce capability remains a key priority — not only to support GMA's operational needs, but to contribute to the long-term sustainability of the mining industry. This includes investing in early career development and creating meaningful pathways into technical, environmental, and operational roles.

In the United States, we continue to deliver our Montana intern program, providing hands-on experience and mentorship to students from local universities and technical institutes. Interns gained exposure to real-world projects across engineering, exploration, environmental management, and safety, supported by guidance from experienced GMA professionals. In 2024, we hosted thirteen students from the West Australian School of Mines (WASM) at our Montana mine, showcasing the different machinery and technologies used at the site.





Our U.S. teams also participated in a range of education and outreach initiatives aimed at raising awareness of careers in mining. These included STEM Day, Twin Bridges school engagement, and the Montana Tech Career Fair — helping to build visibility and support for the next generation of industry talent.

Internally, we completed preparations to meet Australia's federal reporting requirements on gender equality indicators. Our systems were updated to align with the Workplace Gender Equality Agency (WGEA) mandate, with the first annual payroll data submission released in April.

We also advanced efforts to improve inclusivity in our recruitment practices. Position advertisements were standardized to remove unnecessary qualification requirements, and job descriptions were reviewed to reduce language that may deter diverse candidates from applying. Visual representation in our recruitment materials was updated to reflect the diversity of our workforce more accurately.

To support global inclusion, internal communications and key employee-facing materials continued to be translated into regional languages. This ensured broader understanding and participation across our geographically and culturally diverse workforce.

While progress was made, we recognize that promoting diversity and inclusion requires ongoing action, reflection, and leadership at all levels. We remain committed to improving the systems, language, and practices that shape how we work and who we welcome into our business.

6.3 Health and Safety

Embedding our Approach to Safety

In 2024, we strengthened the integration of safety, health, and wellbeing across our operations, recognizing that these elements are fundamental to our broader sustainability commitments, setting leadership at a global level, enabling increased collaboration and aligning standards. Embedding a proactive safety culture remained central to how we operated and made decisions across all sites.

Our approach continued to be guided by three core beliefs:

1. The health and safety of our people is our highest priority.
2. All workplace injuries are preventable.
3. Everyone has the right to return home safely at the end of each shift.

Throughout the reporting year, we worked to embed health and safety more deeply into planning, operational reviews, and process improvements by:

- Ensuring safety risks were assessed and managed as part of day-to-day operational decision-making.
- Delivering targeted safety training and upskilling programs tailored to site-specific needs.
- Encouraging participation in safety initiatives through hazard reporting, audits, and feedback mechanisms.
- Monitoring our performance through measurable indicators and identifying opportunities for improvement.
- Reaffirming our shared responsibility for safety through visible leadership and open communication.
- Launching a Global Safety Working Group to align regional efforts and strengthen our safety culture.

The establishment of a Global Safety Working Group, comprising of members from the global safety team, was initiated at GMA to enhance collaboration on key initiatives and foster a more connected and consistent approach to safety across all operations. Chaired by GMA's Group People & Sustainability Manager, the group meets monthly to share knowledge, align practices, and support the continued development of a strong safety culture.

In 2024, we maintained certification to ISO 45001:2018 across all eligible operational sites.



6.4 Applying Lifesaving Rules Across Our Operations

Our safety culture is underpinned by GMA's Life Saving Rules. A set of 10 rules which are consistently applied across GMA. Formal training, field-level risk assessments, leadership conversations, are practices adopted to reinforce the importance of these rules in ensure everyone goes home at the end of shift. They are integrated into our pre-start processes, safety observations, incident reviews, and contractor onboarding, helping to create a strong, visible safety culture that supports personal accountability and operational discipline.

In 2024, as part of GMA's CEO's monthly business update video, time was allocated to having employees from all parts of our business share (in a video) what the Life Saving Rules mean to them and explain one specific rule. The purpose of this was to:

1. Reinforce the importance of the Life Saving Rules from the highest level within GMA
2. Provide the opportunity to reinforce global application
3. Allowing our people to profile themselves beyond their location of work.

6.5 Safety Training

In 2024, safety training remains a key enabler in supporting our health and safety objectives across all operational regions. We continued to equip our workforce with the knowledge and skills required to safely perform their roles, applying a risk-based approach to training delivery and competency development.

Training content and frequency were aligned with site-specific operational risks and relevant regulatory requirements. Program content was reviewed and updated regularly to reflect any changes in legislation or internal systems.

This approach supported the consistent development of technical competencies, promoted safety awareness, and contributed to the reduction of workplace risk exposure.

OPERATIONAL TRAINING – SUMMARY BY REGION

Region	Training Hours
Australia	3,065 hours
United States	Approximately 2,400 hours
Middle East	Approximately 320 hours

Occupational health and safety training delivered during the reporting year included:

- Site induction and task-specific onboarding
- Hazard and risk management
- Noise and atmospheric contaminant awareness
- Emergency response and evacuation procedures
- First aid training
- Permit to work systems, including isolation/lockout/tagging

In addition to safety-specific training, we also provided training related to the promotion of worker health and wellbeing, supporting a broader culture of care and accountability.



CASE STUDY

Introduction of a Learning Management System

In 2024 GMA launched a new Learning Management System (LMS) to our Australian workforce, which we called GMA Learning Hub. The GMA Learning Hub is integrated into our broader HR Information System, ensuring seamless access for our workforce and increased efficiency in system administration.

The GMA Learning Hub has initially been utilized to roll out workforce compliance programs including our Code of Conduct, Respect@Work, Sexual Harassment prevention, Psychological Safety, and EEO, Bullying and Harassment learning modules.

In addition to compliance training, the GMA Learning Hub has enabled delivery of timely, bite-sized topics. For example, we launched the 'How to Ask RU Okay?' module in the lead up to RU Okay? Day, encouraging meaningful conversations around mental health and wellbeing.

Employees have the flexibility to enrol in a range of self-paced learning modules that can support their career development. These topics include leadership, conflict resolution and performance management.

GMA Learning Hub provides a versatile platform for delivering - and automatically recording - training across a wide variety of topics. It supports multiple learning modes, such as hosting live webinars, interactive e-learning modules, and self-directed learning resources.

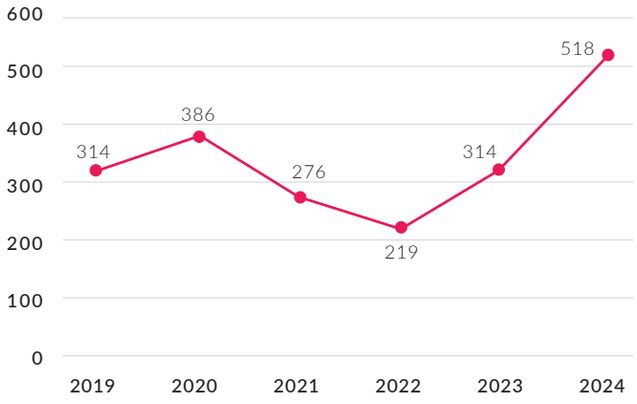
6.5.1 Hazard Reporting

Promoting the reporting of Hazards by our people continues to be an active focus for our leaders. In our 2023 Sustainability Report, we reported on the Australian initiative to improve Hazard reporting.

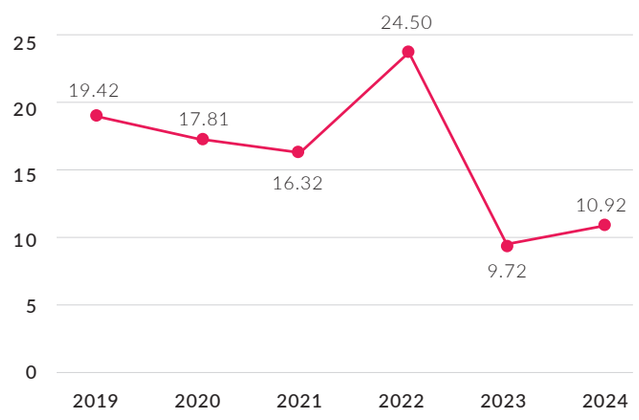
We are pleased to report our performance in hazard reporting has increased to 518 across our group. The overall number increased by over 60% from 2023 to 2024. Encouragingly average days to close out a reported hazard is 22 days; this is down from 28 days in 2023.

This continuous monitoring allows us to keep our employees safe and share vital operational learning back into our business.

REPORTED HAZARDS BY YEAR

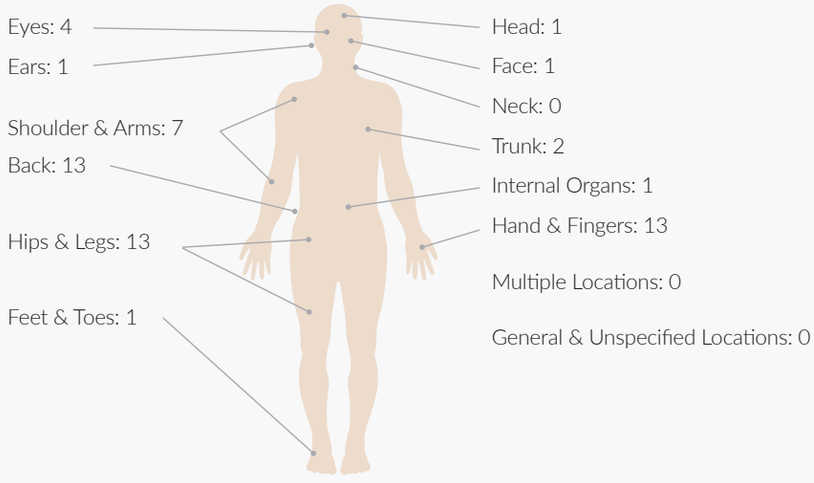


GROUP INJURIES TRIFR



Whilst we have improved hazard reporting, our Total Recordable Injury Frequency Rate (TRIFR) increased from 2023 by just over 12%. This increase was driven by injuries sustained at our Australian operation in early 2024. Work related injuries reported were classified across soft tissue, slips and trips, bites and stings, weather conditions, and strains.

INJURIES BY BODY LOCATION 2024





6.6 Psychosocial Risk Management

We continue to assess and manage psychosocial risks across our operations in 2024. Risk assessments were conducted to identify potential sources of psychological harm, such as workload pressure, isolation, or organizational change, and to ensure that appropriate systems, policies, and controls were in place.

This work formed part of our broader commitment to supporting the mental health and wellbeing of our workforce and to minimizing the impact of psychosocial risks as far as reasonably practicable. We recognize that sustaining a safe and healthy workplace includes addressing both physical and psychological factors, and this remained a focus throughout the reporting year.

CASE STUDY

Supporting Workforce Well-being in the Middle East

In 2024, GMA Middle East continued its employee wellness program with the first annual health check conducted in collaboration with a leading regional healthcare provider. Held in Dubai, the initiative offered onsite health checks to support the well-being of employees and third-party contractors.

Around 35 participants took part in the 2024 check-up, which included BMI, blood pressure, and blood sugar screenings. A doctor from the provider was available on-site to explain individual results and recommend next steps or treatment where necessary.

“Health is undoubtedly wealth. We want to encourage all our team members to keep track of their health so that they can both work well, but also be in good shape for themselves, and their loved ones,” said Soni John, General Manager.

The program reflects GMA’s commitment to a safe, healthy, and supportive workplace environment across all regions.





6.7 Employee Wellbeing

In 2024, we continue to prioritize our commitment to supporting the wellbeing of our workforce as a core component of operational sustainability. We recognize that a proactive and structured approach to employee wellbeing contributed not only to individual outcomes, but to broader organizational resilience and performance.

6.7.1 Our Approach

Our approach to employee wellbeing in 2024 include initiatives aimed at maintaining safe and healthy work environments, supporting work-life balance, and providing access to physical and mental health programs across various regions. We work to foster inclusive and supportive workplace cultures through engagement, communication, and local leadership involvement.

We continue to implement wellbeing initiatives based on operational context and employee feedback. These are designed to reduce health-related risks, support recovery and reintegration following injury or illness, and strengthen overall employee engagement.

We continue to provide access to employee support services, including mental health resources, rehabilitation support following workplace injury, and external provider partnerships such as Employee Assistance Programs (EAPs). In cases where employees experience health or psychosocial challenges, we:

- Ensure our leaders reinforce the importance of taking time to support issues they may be facing;
- Work with relevant healthcare providers and regulatory bodies to ensure a coordinated and appropriate response.

Fit-for-Work Programs

We continue to progress our risk-based approach to workforce health, maintaining pre-employment and ongoing fit-for-work assessments, particularly for roles with medium to high physical demands. In Australia, new employees undergo pre-employment medical assessments, with periodic re-assessments conducted every four years for relevant positions. This process supports our obligation to ensure individuals remain fit for the work they are performing, while contributing to injury prevention and overall workforce safety.

Engagement and Continuous Improvement

We engage directly with employees and other stakeholders — including insurers, medical providers, and community support services — to ensure our wellbeing programs remain relevant and effective. Feedback mechanisms are used to evaluate the effectiveness of wellbeing initiatives, and program improvements are made where necessary.

Employee feedback continues to inform adjustments to support services, communication strategies, and return-to-work processes, ensuring alignment with both workforce needs and operational requirements.

By embedding wellbeing into our management systems and maintaining clear accountability, we strive to strengthen our ability to support the health, safety, and overall wellbeing of our workforce in a consistent and measurable way.

In 2024, we embedded wellbeing into our operations by strengthening safe work practices, supporting mental and physical health, and fostering a culture of care across our global workforce.

For GMA the breadth of programs and activities to support wellbeing for GMA extend to:



Employee Assistance Program

Providing confidential counselling and mental health support services for our employees. Programs include access to counsellors, and resources for managing stress, anxiety, and depression.



Flexible work Arrangements

Work arrangements in place include remote working, job share, flexible hours, and enable employees to better balance their professional and personal lives, reducing stress and improving overall wellbeing.



Health and Wellness Programs

Our workforce in Geraldton and Port Gregory have access to Health and Wellbeing programs which include annual medical assessment, that promote physical fitness, healthy eating resources, subsidized gym memberships and wellness challenges.



Training and Development

It is important that the actions GMA take around employee wellbeing are more than just words. Promoting what we provide and why we provide initiatives is a foundation action to reinforce our commitment to nurturing physical, mental, and emotional health.

Available training and development options for our leaders and employees is also critical to ensure:

1. We connect our people to the 'why,' and
2. We upskill our people to support peers that may need assistance within the workplace.



Psychosocial Risk Management

Psychosocial Risk is the potential for negative impacts on employees' psychological health and wellbeing arising from workplace factors such as job demands, workload, interpersonal relationships, and organizational culture. Impact can extend to stress, burnout, anxiety, depression, and conflict. We maintain an active risk management plan on Psychosocial Risk, managed by our Health and Safety team and assess the effectiveness of our various programs.

6.8 Local Business

We work to strengthen regional economies and support inclusive, sustainable procurement practices. Across our operations, we focus on providing opportunities for local and Indigenous businesses, with purchasing decisions guided by both commercial and community considerations.

In Western Australia, we have more to do in promoting procurement through local Mid-West businesses and local suppliers. In the Middle East region, supplier engagements with local businesses accounted for over 19% in the Kingdom of Saudi Arabia and 24% in the United Arab Emirates.

To improve alignment between procurement practices and our sustainability objectives, we implemented a Supplier Qualification Assessment Criteria - a framework initiated in 2023 to embed social, environmental, and economic factors into supplier evaluation.

We recognize the opportunity to further integrate across regions and remain committed to advancing supplier partnerships that deliver both operational value and community benefit.

We're committed to partnerships that drive both performance and positive impact.

6.9 Recognizing Cultural Heritage in Australia

GMA's Geraldton operations are located on the lands of the Southern Yamatji People and the Port Gregory operations are located on the lands of the Hutt River Yamatji People. GMA acknowledge and recognize their enduring connection to Country, water and culture as the Traditional Owners, and we value their guidance on the preservation, protection and management of cultural heritage and Country.

The ongoing identification and protection of Aboriginal cultural heritage when planning and conducting activities at our Port Gregory operations during 2024 continued to be supported through the engagement of Hutt River representatives via the Yamatji Southern Regional Corporation (YSRC), the regional body responsible for administering the Yamatji Nation Indigenous Land Use Agreement. Multiple Heritage Monitoring activities were carried out at site over the course of the year.

Through GMA's internal Clearance and Ground Disturbance Permit (CGDP) system, proposed activities are assessed for potential impact to cultural heritage. Where heritage surveys or monitoring is determined, in consultation with YSRC, they are carried out by nominated Hutt River representatives and their independently appointed heritage consultant, supported by GMA representatives at site. These processes ensure that any cultural material, sites or areas of significance are avoided and protected. They also provide important opportunities for collaboration, learning and relationship building between the Traditional Owners and the multidisciplinary GMA site team.

All GMA employees and contractors working under a CGDP must undergo relevant training and assessment of competency. The site induction informs all parties about the requirement to have an approved CGDP prior to commencing clearing and ground disturbing activities.

No known impacts to cultural heritage occurred during 2024.

As we move forward, we continue to strengthen our systems, processes, monitoring and governance of cultural heritage understanding and protection and seek to formalize engagement and ongoing collaboration on heritage matters within our operational footprint by entering into a heritage agreement.

We acknowledge that as an organization we are young in our journey of formal engagement with Traditional Owners. We remain committed to relationship-building with humility and through respectful, transparent engagement, enabling active dialogue and information sharing with YSRC and Traditional Owner representatives.

CASE STUDY

Connecting on Country – Commissioned Artwork by Delphine Schwarze

GMA commissioned Yamatji artist Delphine Schwarze to create **Connecting on Country**, a birds-eye depiction of the Port Gregory site that reflects the importance of connection and respect for the land on which GMA operates.

Presented to the Perth team by Delphine and members of the Hutt River community, the artwork explores themes of reconciliation, shared progress, and cultural understanding.

"The artwork is about honouring the traditions of the past and working towards a sustainable future," Delphine explained. "We are all together on Country as one—a place of safety, security, and togetherness. It helps to build relationships and foster a sense of community. The yarning circles on the outskirts represent the diverse groups of people coming together at GMA—with many connections and resources from around Australia and the world.



A place where we care, grow, learn, and share our values, while highlighting the importance of community, connection, and respecting the land."

The artwork is displayed across GMA's Western Australian locations as an enduring reminder of connection to Country and the value of ongoing cultural engagement.



This painting depicts the journey of reconciliation and progress, it shows how we can work together to create a better future for all.

"Connecting on Country"

From a birds-eye view, this artwork captures a significant location where my ancestors once walked, where they lived on the land, hunting for tucker and gathered together.

We honour the traditions of the past and work towards a sustainable future. We are all together on country as one. A place of safety, security, and togetherness, it helps to build relationships and foster a sense of community.

The yarning circles on the outskirts represent the diverse groups of people coming together at GMA Garnet's site. With many connections and resources from around Australia but also overseas.

A place where we care, grow, learn, and share our values, while highlighting the importance of community, connection, and respecting the land.

The many earthy colours representing the different soils and the blues representing the close connection to the ocean.

Our yarning circles hold great significance to my people, as they are our meeting places where we learn from our elders and pass down knowledge to the younger generation. It's where we yarn, learn, establish kinship groups, share food, have a laugh, but most importantly, it's where we connect as one.



SHERIDAN COMMUNITY CHARITY FOUNDATION



COMMUNITY PROGRAMS, STEM DAY



LOCAL COMMUNITY FOOD BANK CHARITIES, MONTANA

6.10 Community Investment and Engagement

Supporting the communities in which we operate remains a key aspect of GMA's sustainability approach. Guided by our Corporate Social Responsibility Statement of Intent and Community Engagement Strategy, we seek to build respectful, long-term relationships with community stakeholders and contribute meaningfully to local development.

1. Ethics and Governance
2. Community Engagement
3. Environment and Sustainable Development
4. Our Team
5. Health and Safety
6. Diversity and Equity

In 2024, we continued to align our community partnerships with these principles through targeted initiatives and regional engagement. Our investments supported local organizations, education and wellbeing initiatives, and inclusive events across the regions where we operate.

Global Community Investment (AUD)

2021
$295,147

2022
$303,885

2023
$413,380

2024
$335,750



***GOUMBOOK* "CHANGING MINDSETS" INITIATIVE**

CASE STUDY

Supporting Neurological Research at the Perron Institute

In 2024, GMA continued its support of the Perron Institute, a globally respected organization focused on neurological research. GMA's contribution helped fund new equipment for the Institute's Perth research laboratory, enhancing its capacity to carry out vital studies into motor neuron disease (MND).

As part of this ongoing relationship, GMA visited the facility to observe the new equipment and receive updates from researchers on recent progress. The visit provided insight into how the upgraded tools are supporting advancements in understanding MND and its potential treatment pathways.



2024 Highlights

Australia:

- Supported *Dandelions WA*, providing backpacks and school supplies for children starting the school year in vulnerable circumstances.
- Partnered with *Eat Up Australia* to help deliver school lunches to children experiencing food insecurity.
- Participated in the *Shore Leave Festival* in Geraldton, Australia connecting our local workforce with community celebrations.
- Continued support for the *Perron Institute*, contributing to medical research focused on neurological health.
- Partnered with *Dress for Success* to support economic independence for women through professional development and employment readiness programs.

United States:

- Participated in local community initiatives, including support for STEM day, Twin Bridges, 2024 Mining Games, and Montana Tech Career fair, led by employees to connect with regional education networks.
- Sponsorship for Habitat for Humanity of Montgomery County, Texas.
- Continued support for local food security programs and recreational initiatives in areas where employees live and work.
- MUSA Highway Clean up.

Middle East:

- Partnered with *Goumbook* through the "Changing Mindsets" initiative focused on environmental awareness and responsible disposal of cigarette waste.
- Maintained scholarship contributions to the *Rashid Center for People of Determination* in Dubai, supporting children with disabilities in accessing education and care services.
- MENA Oceans Initiative Membership: Network enabling members to share knowledge and commit to actions to support the sustainable management of seas and oceans.

Across these efforts, we emphasized inclusive participation, employee-led involvement, and alignment with local needs. Our investments spanned both long-term partnerships and smaller-scale community contributions, reflecting the diverse contexts of our operations.


GMA

6.11 Legal / Regulatory Compliance

GRI Content Index

Statement of use	GMA Garnet International Resources Pty Ltd ('GMA Garnet' 'GMA') has reported the information cited in this GRI content index for the period 1 January 2024 – 31 December 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Reporting Year	2024

Disclosure Number	Disclosure Title	Location or Explanation	Omissions and clarification
GRI 2: General Disclosures 2021			
2-1	Organizational details	Who we are (page 4)	
2-2	Entities included in the organization's sustainability reporting	Report Coverage (page 6)	
2-3	Reporting period, frequency and contact point	About this report (page 10) Report coverage (page 12)	
2-4	Restatements of information	Not included in report	Not applicable for this reporting period
2-5	External assurance	Not included in report	We are in the process of readying our systems and procedures for assurance. Assurance was not sought at this stage. We are reporting on our sustainability progress in a voluntary capacity.
2-7	Employees	Human Capital (page 43)	
2-9	Governance Structure and Board and Committee Composition		
2-23	Policy Commitments	Whistleblower Policy and Modern Slavery Statement (p21)	
2-27	Legal / Regulatory Compliance	Legal / Regulatory Compliance (p22)	
2-30	Collective bargaining agreements	Employee Relations (page 47)	
GRI 205: Anti-corruption 2016			
205-1	Anti-corruption	Whistleblower Policy (p21)	Information on communication and training related to anti-corruption policies not reported.
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	Furthering our sustainability momentum – Materiality and Data Collection (page 10)	
3-2	List of material topics	Report coverage (page 12)	
3-3	Management of material topics	All management methods related to each material topic is discussed in the relevant section.	

Disclosure Number	Disclosure Title	Location or Explanation	Omissions and clarification
GRI 3: Air quality and dust management 2021			
3-3	Management of air quality and dust	Air Quality and Dust Management (page 26)	
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	Energy Use and Carbon Emissions (page 28)	
302-3	Energy intensity	Not included in this report	Energy intensity not yet calculated
302-4	Reduction of energy consumption		Energy reduction not yet measured
302-5	Reductions in energy requirements of products and services		Energy reduction not yet measured
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	Carbon Emissions (Page 29)	
305-2	Energy indirect (Scope 2) GHG emissions	Carbon Emissions (Page 29)	
305-3	Other indirect (Scope 3) GHG emissions	Not included in this report	Scope 3 emissions not yet calculated
305-4	GHG emissions intensity	Emissions intensity (p30)	
305-5	Reduction of GHG emissions	Not for disclosure	
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Not for disclosure	
GRI 3: Land Management and Rehabilitation 2021			
3-3	Management of land and rehabilitation	Land Management and Rehabilitation (page 31)	
GRI 303: Water and Effluents 2018			
303-1	Interactions with water as a shared resource	Water Management (page 33)	
303-2	Management of water discharge-related impacts		Information unavailable
303-3	Water withdrawal	Water Management (page 33) - Water use is reported collectively	We are working to standardize reporting processes across all locations, ensuring consistency in how water data is collected and applying definitions consistently across our jurisdictions and various processes.
303-4	Water discharge	Water Management (page 33) - Water discharge is references qualitatively	
303-5	Water consumption	Water Management (page 33)	

Disclosure Number	Disclosure Title	Location or Explanation	Omissions and clarification
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	Waste management (p37)	
306-2	Management of significant waste-related impacts	Our approach to mineral by products, waste minimisation and recycling (p39)	
306-3	Waste generated	Waste management (p37)	
306-4	Waste diverted from disposal	Our approach to mineral by products, waste minimisation and recycling (p39)	
306-5	Waste directed to disposal	Not included in this report	Information incomplete
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	Health and Safety (p51)	
403-2	Hazard identification, risk assessment, and incident investigation	Safety Training (p51)	
403-3	Occupational health services	Health and Safety (p51)	
403-4	Worker participation, consultation, and communication on occupational health and safety	Engagement (p45)	
403-5	Worker training on occupational health and safety	Safety Training (p51)	
403-6	Promotion of worker health	Employee Wellbeing (p57)	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Wellbeing (p57)	Not applicable
403-8	Workers covered by an occupational health and safety management system	Not included in this report	Confidentiality constraints
403-9	Work-related injuries	Hazard Reporting (p 53) Group Injuries TRIFR (p53)	
403-10	Work-related ill health	Data recorded, not included in this report	Confidentiality constraints
GRI 3: Employee Wellbeing			
3-3	Management of employee wellbeing	Employee Wellbeing (p57)	
GRI 3: Local Business Engagement			
3-3	Management of Local Business Engagement	Local Business (page 50)	
GRI 3: Indigenous and Local Business Engagement			
3-3	Management of Indigenous and Local Business Engagement	Local Business (page 58)	

Disclosure Number	Disclosure Title	Location or Explanation	Omissions and clarification
GRI 3: Cultural Heritage in Australia			
3-3	Management of Aboriginal Cultural Heritage	Recognizing Cultural Heritage in Australia (page 59)	
GRI 3: Community / Social Investment Engagement			
3-3	Management of Community / Social Investment Engagement	Community / Social Investment Engagement (page 62)	
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	Social section (p43) - qualitative references	Data is collected
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Relations (page 40)	
401-3	Parental leave	Employee Relations (page 40) - referenced as part of benefits	Data is collected, detailed provision in report prohibited due to confidentiality constraints
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	Safety Training (p51)	
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Wellbeing (p57) - qualitative reference	Information unavailable
404-3	Percentage of employees receiving regular performance and career development reviews	Not for disclosure	
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	Diversity and Inclusion (p48) - qualitative reporting	Confidentiality constraints
405-2	Ratio of basic salary and remuneration of women to men	Not for disclosure	Confidentiality constraints





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