



Turning Strategy into Action

SUSTAINABILITY HIGHLIGHTS 2024



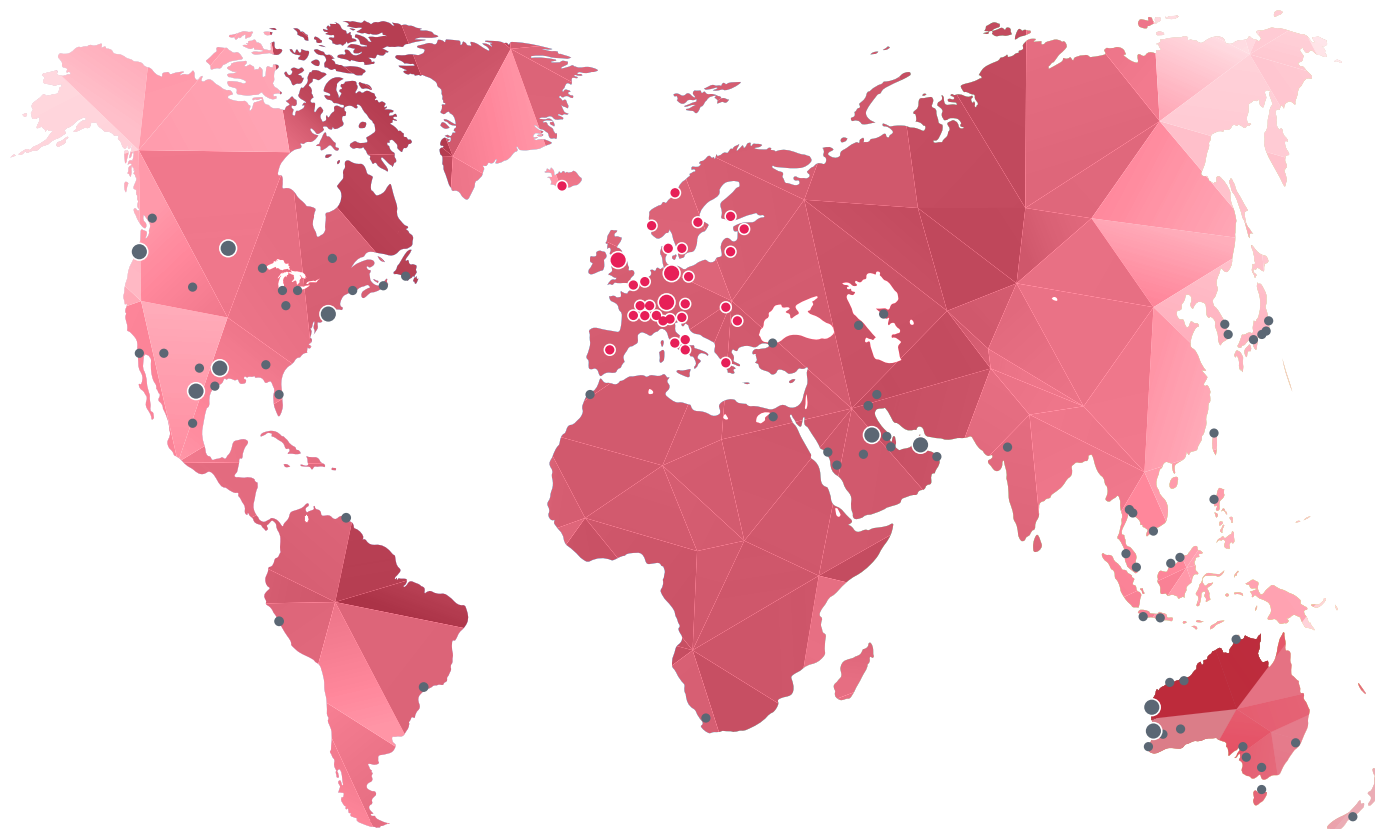
About GMA

GMA is the global leader in industrial garnet abrasives, delivering high-quality solutions for the waterjet cutting and abrasive blasting industries. Founded in Western Australia in 1973 with the discovery of the world's largest alluvial garnet deposit near Port Gregory, we have played a key role in shaping the global garnet industry. Today, our brand is recognized for quality, consistency, and technical expertise.

Our global supply network includes two garnet mines, eleven processing plants, and five major recycling facilities. We continue to invest in advanced garnet recycling technologies, providing customers with responsible solutions for managing used garnet and reinforcing our leadership in sustainable practices within the abrasives industry.

With more than 460 employees across 15 offices worldwide — and supported by over 180 distributor outlets — we supply customers in over 100 countries. Our operations are guided by our core values of determination, care, entrepreneurship, trust, teamwork, and excellence, shaping how we work with our customers, partners, and communities.

In 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 shares our commitment to sustainable business practices, innovation, and long-term value creation across industries and regions.



- 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 Sustainability into our actions

2024 Sustainability Highlights

At GMA, our dedication to sustainability spans across all our operations, where our initiatives reflect a deep commitment to being responsible stewards of natural resources. In 2024, we focused on transforming our strategies and goals into tangible actions — progressing land rehabilitation, reducing energy consumption, increasing waste recovery, and enhancing how we monitor and manage water use.

We continued to strengthen our approach to health, safety, and wellbeing, expanding training opportunities, growing our global Safety Working Group, and advancing ISO 45001 certification across our U.S. sites. These actions underscore our determination to embed sustainable practices that benefit our business, our customers, and the communities where we operate.

We invite you to explore the progress we have taken throughout 2024 to strengthen environmental stewardship, drive sustainable practices, and deliver long-term value. By continually reviewing and refining our objectives, we aim to set new benchmarks for the future — and we invite you to be part of our journey toward a more sustainable future.

For an in-depth look at our initiatives and achievements, please visit our website to view the full **Sustainability Report**.

“In a global environment that has seen some companies, and indeed whole countries, pull back from sustainability commitments, we believe now is not the time to withdraw. Rather, it is the time to turn our strategies and goals into tangible action — for the betterment of our business and all stakeholders.

For our customers, this means continued assurance of supply reliability, stronger alignment with your ESG goals, and confidence that choosing GMA supports a sustainable future.”





Our Actions for a Sustainable Future

In 2024, our initiatives across Asia Pacific, the Middle East, and America showcase our commitment to sustainable practices and positive community impact. Each action reflects our dedication to corporate responsibility, offering stakeholders a transparent view of GMA's progress and impact.

Sustainable investment categories		AUST	ME	US
	Air quality and dust management	✓	✓	✓
	Energy use and carbon emissions	✓	✓	✓
	Land Management and Rehabilitation	✓		✓
	Water Management	✓	✓	✓
	Waste Management	✓		✓
	Waste Recycling, Garnet re-processing and re-use		✓	✓
	Safety Performance	✓	✓	✓
	Employee Wellbeing	✓	✓	✓
	Local Business	✓	✓	
	Recognizing Cultural Heritage in Australia	✓		
	Community/Social Investment	✓	✓	✓
	Our People	✓	✓	✓
	Workforce Diversity	✓	✓	✓
	GMA Library of Governance Documents	✓	✓	✓

ENVIRONMENT

Protecting Our Environment

At GMA, environmental stewardship is central to how we operate, reflecting our responsibility to manage natural resources with care and respect. In 2024, we advanced our rehabilitation programs, reduced energy use, increased waste recovery, and improved how we monitor and manage water across our operations.

Our commitment goes beyond compliance, supported by dedicated teams at every site, we work to minimize our environmental footprint while maximizing positive outcomes for the communities and ecosystems where we operate. These efforts are underpinned by our values of care, trust, teamwork, and excellence, ensuring we create lasting benefits for current and future generations.



Caring for the Planet We Share

We remain focused on minimizing our environmental footprint while creating shared value — ensuring our operations today leave a positive legacy for tomorrow. By reducing our footprint, we help ensure stable operations and product supply for our customers, while also contributing to their own sustainability performance.

At GMA, we take our responsibility to the environment seriously. From mining to processing and recycling, we work to conserve natural resources and protect the environments where we operate. In 2024, all of our operational sites maintained ISO 14001:2015 Environmental Management Systems certification — demonstrating our commitment to high standards and continuous improvement. We adapt our practices to meet the specific environmental requirements of each country where we operate, ensuring our approach is both responsible and effective. By combining strong governance with innovative solutions, we aim to minimize our impact while creating positive outcomes for our customers, communities, and the planet.

Carbon Emissions and Offsetting

In 2024, GMA recorded an overall increase in Scope 1 and 2 emissions compared to 2023, largely driven by higher purchased electricity consumption across our operations. This rise reflects both system integration challenges at our Port Gregory site, which led to greater reliance on grid electricity, and a higher number of operational projects during the year, contributing to increased energy demand.

To support climate action beyond our operational footprint, we invest in accredited carbon offset projects facilitated by our partner, Strive by STX. In 2024, we selected projects based on their alignment with GMA's values, proximity to our operations, and robust verification under Verra or the Gold Standard frameworks. The projects included:

- Improved Cookstoves, Democratic Republic of Congo
- North Wind Energy, Langyuan Mulilo De Aar, South Africa
- The Envira Amazonia Project, Acre, Brazil

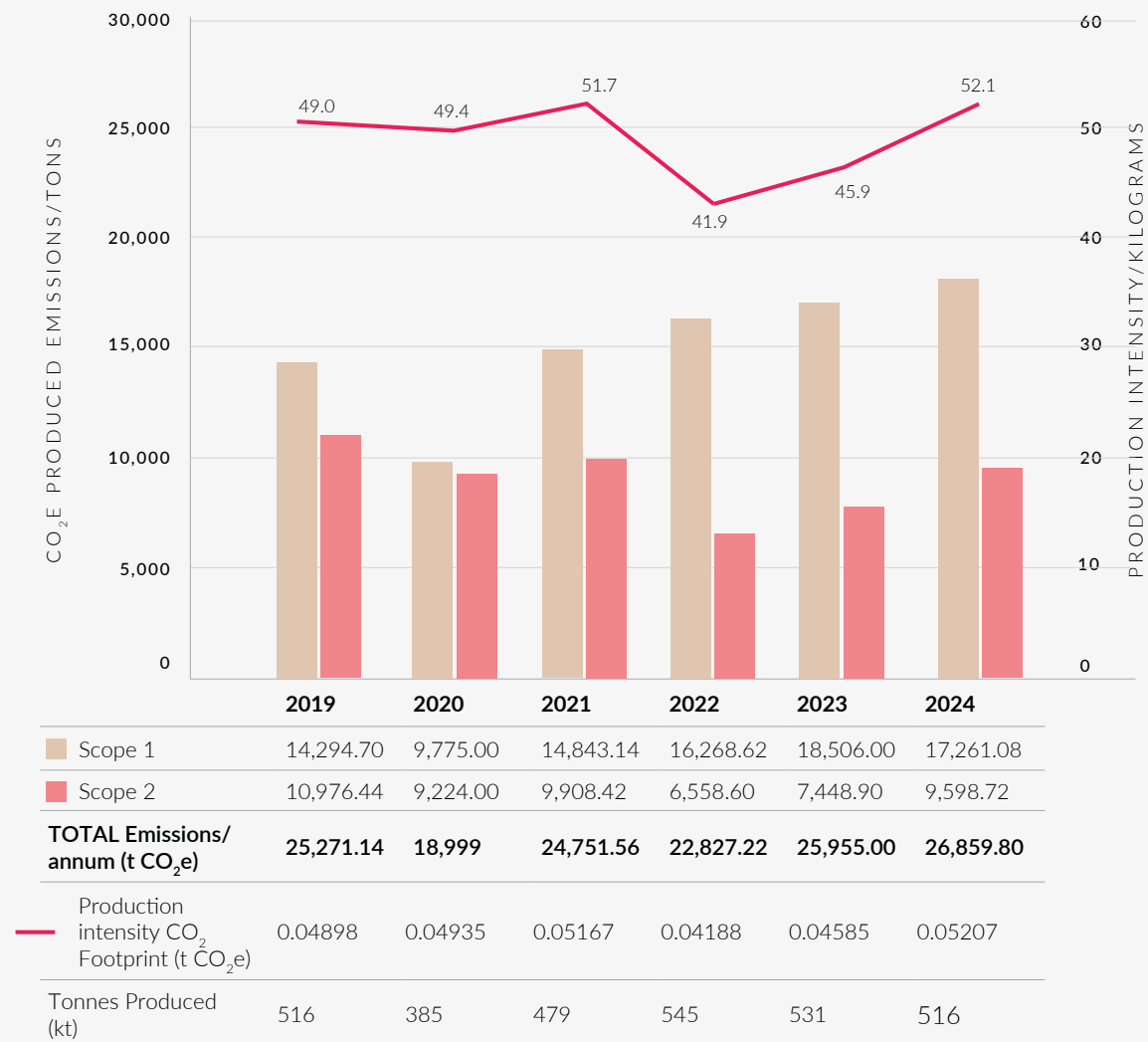
EMISSIONS INTENSITY

Our emissions intensity rose in 2024, in line with overall Scope 1 and 2 emissions, reflecting the combined effect of higher energy use and a marginal decline in production volume. While this presents an ongoing challenge, our continued investment in verified offset projects underscores our commitment to responsible and sustainable production practices.





GMA TOTAL CO₂e PRODUCED



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.

Land Management and Rehabilitation



16ha

REHABILITATED IN 2024
(TOTAL, ALL SITES)



198ha+

TOTAL REHABILITATED
SINCE OPERATIONS
BEGAN (ALL SITES)

GMA is firmly invested to rehabilitating its footprint, maintaining a greater ratio of 'rehabilitated to land' disturbance.

At GMA, caring for the land is an integral part of how we operate. We focus on minimizing our environmental footprint and work to restore land to as near as practical to its original contour, in accordance with governmental environmental legislation, regulations, and conditions.

GMA's most significant environmental impacts are land clearing at Port Gregory, Australia, and Alder, Montana, USA. We work to minimize clearing at both locations and progressively rehabilitate land disturbed by mine operations and exploration activities.

Since the commencement of our operations, we have rehabilitated over 198 hectares of land across all GMA sites. In 2024 alone, we rehabilitated more than 16 hectares company-wide.

At Port Gregory, our rehabilitation program includes weed management, seed collection, and the propagation and planting of tubestock in collaboration with a local Aboriginal business. We also conduct regular monitoring to ensure the success of rehabilitation efforts. Montana's rehabilitation work is incorporated into the overall totals but is not reported separately.



CASE STUDY

Rehabilitation Activities in Port Gregory

Since commencement of our operations, GMA is proud to have rehabilitated over 198 hectares of land at our Port Gregory site. In 2024, we rehabilitated over 16 hectares, and we continue to deploy weed management practices of previous rehabilitated areas, undertake careful selection and planting of tube stocks. This is with the support of a local Aboriginal business who monitor these activities periodically. These actions reinforce long-term resource security, giving our customers confidence in a consistent and responsibly managed supply chain.

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.

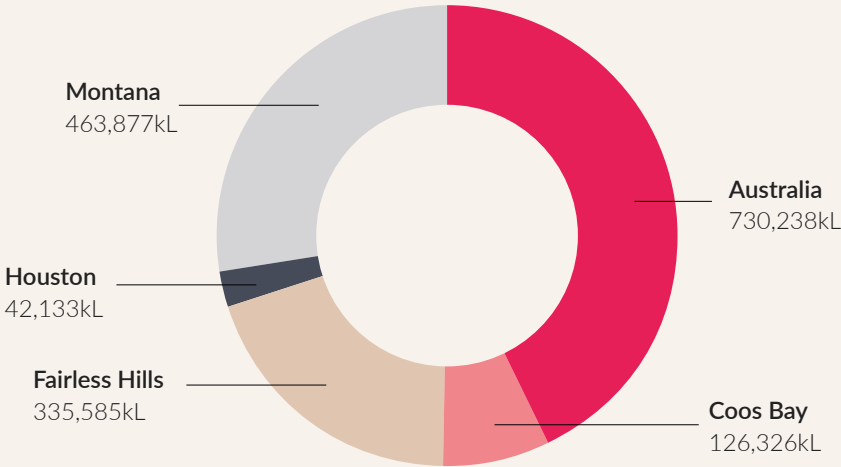
Water Management

At GMA, we recognize that water is a precious shared resource — vital to our operations and the communities around us. That’s why we work to maximize efficiency, recycle wherever possible, and protect local ecosystems. Across all sites, our approach combines innovation, strong governance, and strict compliance with environmental regulations. For customers, this approach reduces operational risk and ensures reliable production continuity, supporting your supply needs without compromising local ecosystems.

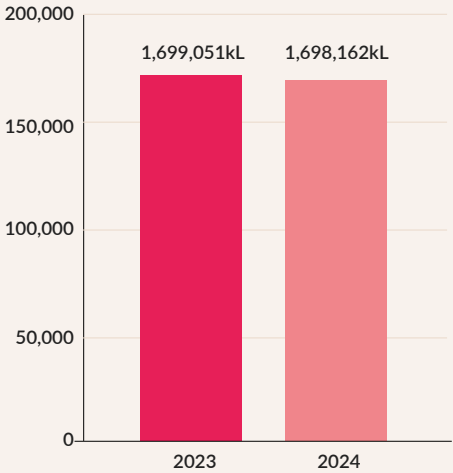
Our water stewardship is guided by four principles: early risk assessment, regulatory compliance, continuous monitoring, and improving efficiency and reuse where possible. In 2024, we also advanced efforts to standardize water reporting across all locations, supporting stronger oversight, consistent benchmarking, and long-term performance management.

SITE HIGHLIGHTS	
Port Gregory, WA	Water use rose by 154,000 kL in 2024 with expanded wet plant processing. Recycling and reuse remain central, supported by 31 groundwater bores.
Coos Bay, OR	Uses only potable/process water from the local Water Board; no groundwater, river, or seawater use.
Fairless Hills, PA	Once-through discharge system; process water treated and returned to the Delaware River.
Houston, TX	Wet plant commissioning continued; designed for future water recycling.
Alder, MT	Closed-loop, zero discharge system, ensuring no impact on surface or groundwater.
Jubail, Saudi Arabia & Jebel Ali, UAE	Water used for processing, dust suppression, and domestic needs; supplied by municipal sources and borewells.

2024 WATER USE AT A GLANCE



TOTAL WATER USE



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

Recycling Performance

80%



OF SPENT GARNET CAN BE REPROCESSED / RECYCLED

195k+

METRIC TONNES RECYCLED GLOBALLY IN THE LAST 5 YEARS

UP TO
 18%
 ALTERNATIVE RAW MATERIAL

AS LOW AS
 2%
 WASTE GOES TO LANDFILL

RECYCLE UP TO
 5 TIMES
 5 RECYCLING PLANTS

Waste Recycling, Reprocessing, and Reuse

GMA is committed to advancing sustainable waste management across our operations and helping our customers reduce their environmental footprint.

Our tailored programs provide solutions to minimize waste and promote responsible recycling and reuse practices. In 2024, we recycled more than 58,000 tonnes of used garnet — our highest annual total yet — setting a strong foundation for further innovation and growth in responsible resource recovery. This means our customers can benefit from lower disposal costs, improved circularity, and stronger ESG reporting outcomes when partnering with GMA's recycling programs.

TABLE OF REPROCESSED GARNET

	2019	2020	2021	2022	2023	2024
Jubail, Saudi Arabia	Regional breakdown not available.	Regional breakdown not available.	11,397	10,043	10,737 ^c	11,494
Jebel Ali, Dubai			12,170	12,500	22,333	33,141
Coos Bay, Houston, Fairless Hills			12,431	11,100	7,148	13,888
TOTAL (kT)	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.



SUSTAINABILITY AWARDS

GMA GLOBAL SUSTAINABILITY AWARDS

In 2024, we launched the inaugural [GMA Global Sustainability Awards](#) to celebrate customers and distribution partners making exceptional contributions to sustainability. The program recognized initiatives that reduce waste, promote circular resource use, and drive environmental innovation. By highlighting these achievements, we aim to inspire action, strengthen collaboration, and reinforce our shared responsibility for a more sustainable future across the value chain.



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.



CASE STUDY

KAEFER and GAC Recognize a Shared Commitment to Sustainability in Saudi Arabia

KAEFER Saudi Arabia and Garnet Arabia Company (GAC), GMA's local subsidiary in Saudi Arabia, have built a longstanding partnership grounded in shared sustainability goals. Since the beginning of their collaboration in 2010, the two companies have worked closely to promote responsible waste management and circular economy practices in the abrasive blasting industry. By participating in GMA's Garnet Return Rewards Program, KAEFER Saudi Arabia has demonstrated their commitment to reducing environmental impact and supporting a closed-loop approach to garnet use.

In recognition of this ongoing effort, in 2024, GAC proudly acknowledged KAEFER Saudi Arabia's role in advancing sustainable industrial practices. Their partnership exemplifies how aligned values and joint initiatives can drive meaningful environmental progress. By returning used garnet for reprocessing rather than landfilling and disposal, KAEFER is contributing to a longer lifespan for every grain of garnet mined - minimizing waste and reinforcing its ESG objectives. GMA looks forward to continuing this collaboration and recognizing more partners who choose to invest in sustainable solutions.

SOCIAL

Embedding our Approach to Safety

At GMA, safety is more than a policy — it's a promise to our people, our customers, and our communities. In 2024, we continued to build a workplace where safety, culture, and performance are deeply connected. Guided by our values of Determination, Care, Trust, Entrepreneurship, Excellence, and Teamwork, we focused on creating an environment where everyone feels supported, connected, and empowered to contribute to long-term outcomes.

Our ISO 45001:2018-certified Occupational Health and Safety Management System underpins this commitment, providing a consistent framework across all regions to meet or exceed local regulatory standards. In 2024, we continued to invest in systems, digital tools, and leadership development to strengthen safety practices and align them with our sustainability goals — ensuring that everyone returns home safely, every day.



Our Commitment to Our Customers

At GMA, we prioritize the health and safety of our customers and our people — maintaining low dust levels, ensuring consistent product quality, and minimizing environmental impact through responsible resource use. This means cleaner worksites, reliable product quality, and sustainable practices that help our customers meet their own safety and environmental targets.

SAFETY AND DUST REDUCTION

In 2024, we advanced dust management across our operations through improved screening technology, ventilation upgrades, and operational controls that maintain consistently low dust levels. These measures help create safer worksites, reduce airborne contaminants, and support healthier environments for workers and surrounding communities.

AIR QUALITY AND DUST MANAGEMENT

We operate within strict regulatory thresholds for dust and atmospheric emissions at all sites, monitoring particulates (PM10 and PM2.5) and other emissions as required by local permits. Targeted controls, real-time monitoring, and site-specific measures help us minimize emissions and protect air quality. By aligning practices globally and improving data capture, we are strengthening performance and transparency across our operations.

EFFICIENT RESOURCE USE

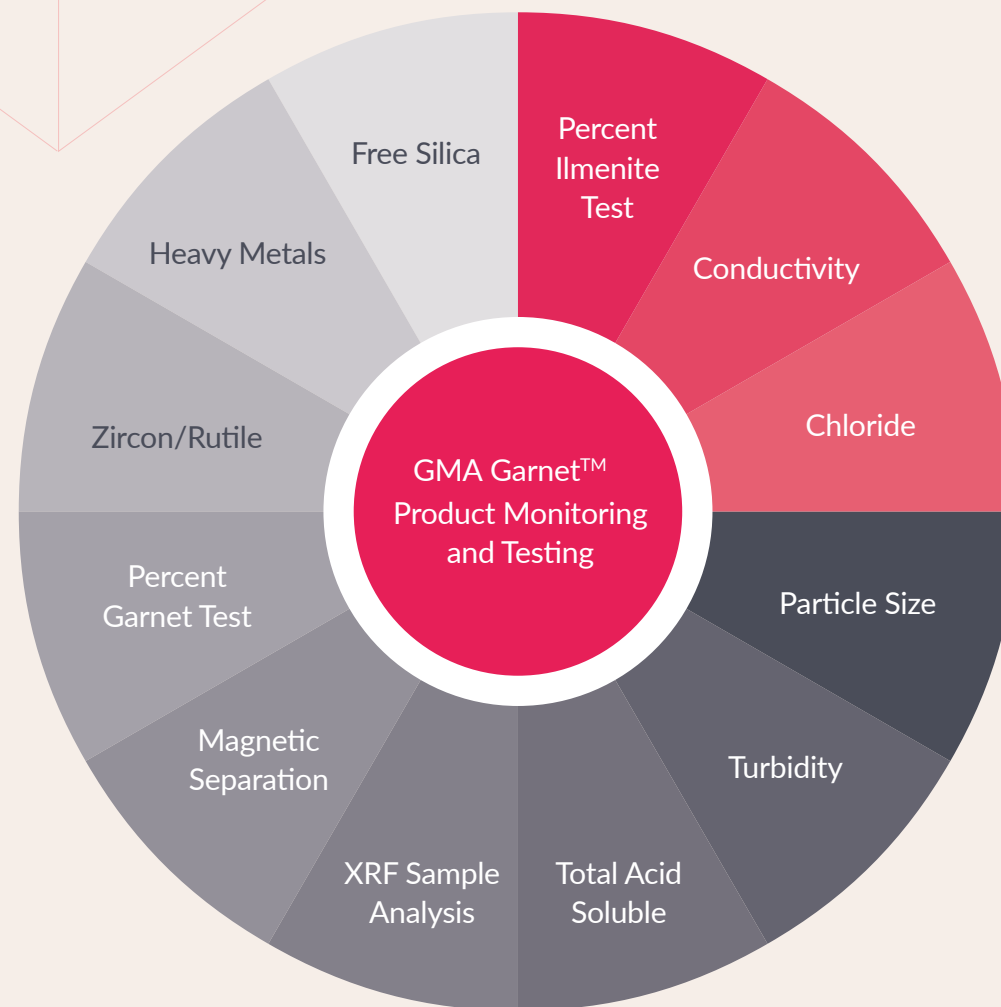
We continue to focus on optimizing productivity while reducing resource consumption. Process improvements and equipment upgrades across our sites have supported higher throughput with lower energy and water use, minimizing waste and maximizing the value we deliver to customers. This approach enables industries to achieve their performance targets with fewer resources, supporting both operational efficiency and environmental responsibility.

DRIVING CIRCULAR RESOURCE USE

In 2024, GMA advanced our environmental stewardship by embedding waste reduction deeper into our global operations. Building on years of recycling innovation, we achieved our highest-ever levels of used garnet reprocessing, supported by site-specific improvements and stronger partnerships with customers and distribution partners.

Our programs — including the Garnet Return Program — now enable greater recovery and reprocessing of used garnet, keeping valuable material in circulation and reducing reliance on virgin resources. For our customers, this means access to sustainable solutions that lower resource consumption, reduce waste, and demonstrate leadership in circular economy practices. Coupled with our 12-point product monitoring process, conducted every two hours, these efforts help maintain consistent product quality while lowering environmental impacts.

Through these initiatives, GMA continues to deliver solutions that protect natural systems, support customer sustainability goals, and contribute to a safer, more resource-efficient abrasive blasting industry.



Consistent Quality, Every Step of the Way

Product monitoring and testing at 12 inspection points every two hours — ensuring GMA Garnet™ meets strict quality and performance standards while supporting responsible reuse and environmental protection.



STRENGTH THROUGH CERTIFICATION

GMA maintains rigorous quality, environmental, and safety standards across our operations, with all production facilities individually certified to ISO-9001 Quality Management Systems and ISO-4001 Environmental Management Systems. Our Australian and Middle East facilities also hold ISO-45001 Safety Management Systems certification, and in 2024 our U.S. operations achieved ISO-45001 and multi-site certification. This milestone allows multiple sites to operate under one certificate, streamlining audits, reducing administrative requirements, and ensuring consistency in safety practices. Through a combination of internal audits and independent re-certification processes, we uphold our commitment to safe, sustainable, and efficient operations worldwide.



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.

People & Culture: Building a Diverse, Connected Workforce

At GMA, our success starts with our people. In 2024, we strengthened our commitment to creating a workplace where individuals are supported to grow, feel connected, and contribute meaningfully to long-term outcomes. Guided by our values — Determination, Care, Trust, Entrepreneurship, Excellence, and Teamwork — we continue to invest in programs that enhance safety, professional development, and collaboration across regions.

Our global team of 463 employees represents more than 15 nationalities, with women holding 22% of senior management roles worldwide. This year, we welcomed 106 new hires and maintained a voluntary turnover rate of 14.9%, reflecting a workplace people choose to join and stay. Our diverse presence spans Australia, the United States, and the Middle East, supported by consistent governance, strong safety practices, and a shared commitment to sustainability.

Our Workforce at a Glance

(31 Dec 2024)



463 =
Employees Globally
**excluding Europe*



39%
Australia (181)



39%
United States (166)



22%
Middle East (102)*
**includes 14 casual employees*



106
New Hires



14.9%
(93) Voluntary
Turnover

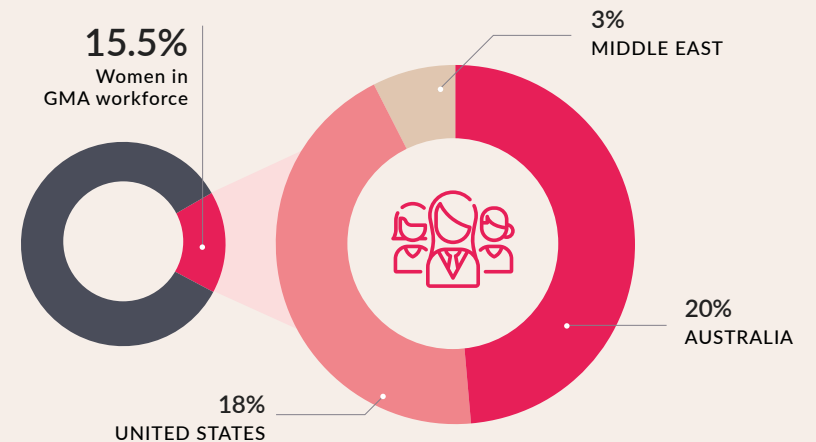


15+
Different
Nationalities

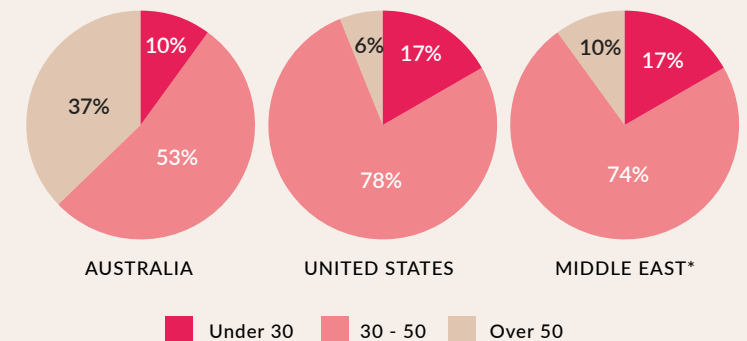


22%
Female Senior Management
Representation Globally

WORKFORCE DIVERSITY



AGE DISTRIBUTION



**Excludes 14 casual employees*



Building Strong Sustainability Governance

At GMA, we know that meaningful sustainability is built step by step. In 2024, we continued to strengthen the processes that turn our commitments into measurable outcomes — ensuring our operations meet evolving regulatory requirements and stakeholder expectations.

Maintaining our ISO certifications in environment, quality, and safety remains central to this work, alongside our commitment to ethical business practices that protect employee rights and minimize impacts across our global operations. Through this approach, we provide our customers and partners with the assurance that GMA products and services are delivered to the highest environmental, quality, and safety standards.

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



CASE STUDY Group Alignment on Sustainability

In 2024, GMA strengthened our connection with our parent company, Jebsen & Jessen Group, aligning on shared sustainability priorities and enhancing transparency in our reporting. By ensuring our people, processes, and data align with group standards, we contribute to broader environmental, social, and governance (ESG) commitments while benefiting from the scale, expertise, and governance of a larger global group.

For our customers, this means greater transparency through consistent reporting, stronger governance that meets global best practice, access to innovations and shared knowledge from group-wide initiatives, and a consistent approach to environmental and social responsibility across all regions.



Turning Strategy into Action

Download full 2024 GMA Sustainability Report



[GMAGARNET.COM](https://gmagarnet.com)