



GMA GARNET GROUP

A JEBSEN & JESSEN MEMBER



# GMA Garnet Group Sustainability Report

2025

[gmagarnet.com](http://gmagarnet.com)



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# 1.0 Introduction

## Who We Are

Garnet International Resources Pty Ltd (“GMA Garnet Group,” “GMA”, “we”) is a global provider of industrial garnet solutions, with operations spanning Australia, the Americas, the Middle East, and Asia Pacific, and product sales and distribution reaching customers around the world. Across mining, processing, logistics, technical support, and reprocessing, GMA operates as an integrated business built to deliver consistent performance, dependable supply, and long-term value for customers in abrasive blasting and waterjet cutting.

Our global network includes two garnet mines, eleven processing plants, and five recycling facilities. Supported by more than 460 employees across 15 offices worldwide, and by over 180 distributor outlets, GMA supplies customers in over 100 countries. Throughout 2025, our global reach was underpinned by six values – determination, care, entrepreneurship, trust, teamwork, and excellence. These values guided how we worked and how we engaged with our customers, communities, and each other, helping to shape our culture, decision-making, and approach to delivering value across our business.

Founded in Western Australia in 1973, GMA's story began with the discovery of one of the world's largest alluvial garnet deposits near Port Gregory. Since then, the company has helped shape the global garnet industry through a sustained focus on product quality, technical expertise, and responsible operations. Headquartered in Perth, Western Australia, GMA continues to invest in the systems, people, and operational infrastructure that support sustainable and operational growth.

In 2025, GMA continued to strengthen its integration into the Jepsen & Jessen Group, a privately owned industrial group with a heritage dating back to 1895. With over 4,000

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.

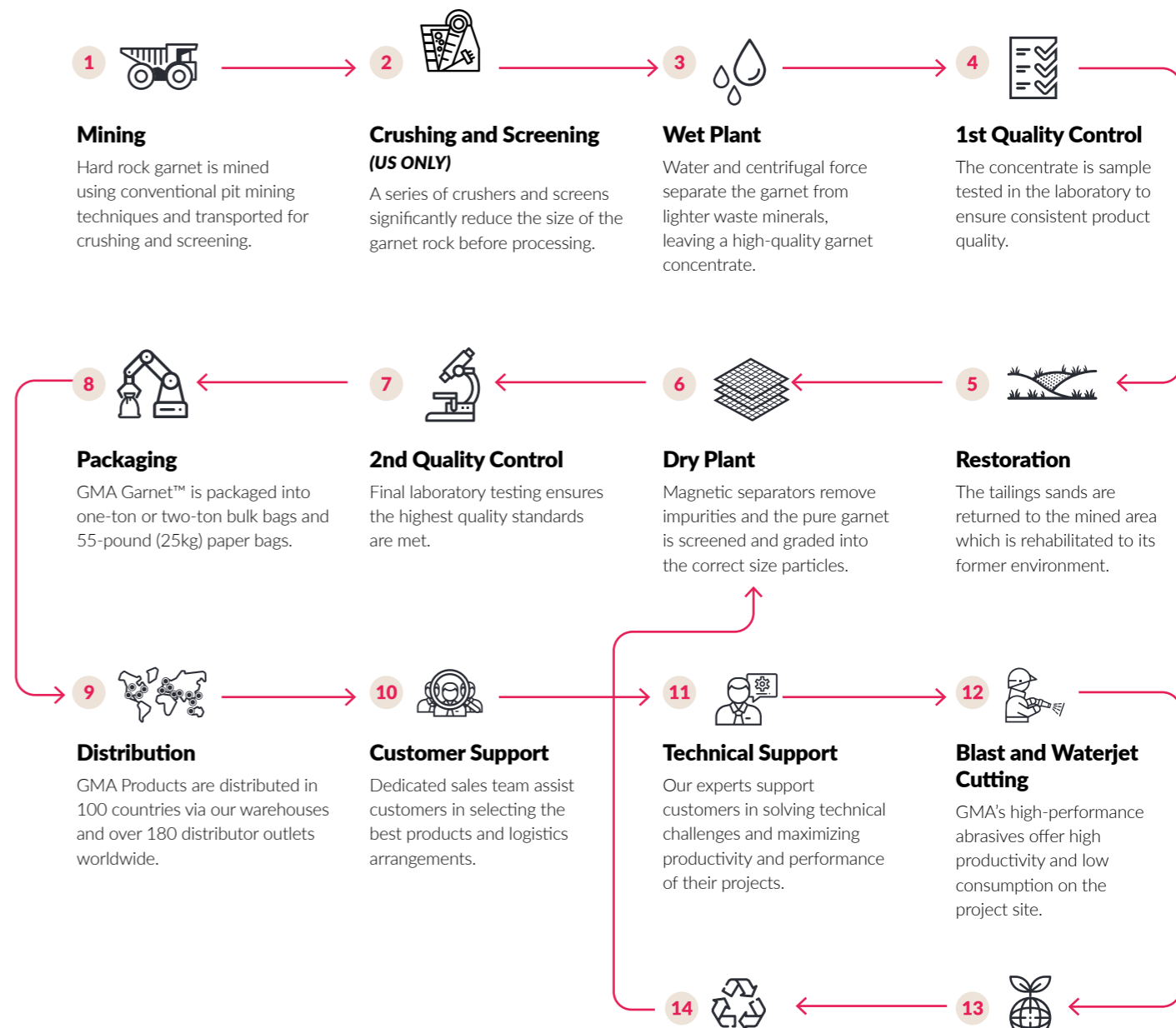
## Acknowledgement of Country

GMA's head office in Boorloo (Perth) is situated on Whadjuk Boodjar, the lands of the Whadjuk Noongar People. GMA would like to acknowledge and pay respects to the Whadjuk Noongar People and other Traditional Owner groups whose lands we are privileged to work and operate on. We acknowledge their strong and longstanding connection to Country, water and culture and we pay our respects to Elders past and present.



Artwork: Connecting on Country, commissioned artwork by Yamatji artist, Delphine Schwarze.

## GMA Garnet™ processing



NO RECOVERY IN AUSTRALIA



**460+**

EMPLOYEES



**15**

GLOBAL OFFICES



**100+**

COUNTRIES SUPPLIED



**180**

DISTRIBUTION OUTLETS

# Our Garnet Network

GMA Garnet™ is a natural mineral known for its hardness, toughness, density, and angularity. These properties make it highly effective in industrial applications, while also enabling it to be reprocessed multiple times throughout its use cycle without compromising on-site performance. This ability to support reuse is one of the reasons garnet remains one of the most durable and efficient abrasive options available.

## MINES

### AUSTRALIA

Port Gregory, Western Australia

### USA

Alder, Montana

## 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\*\*\*

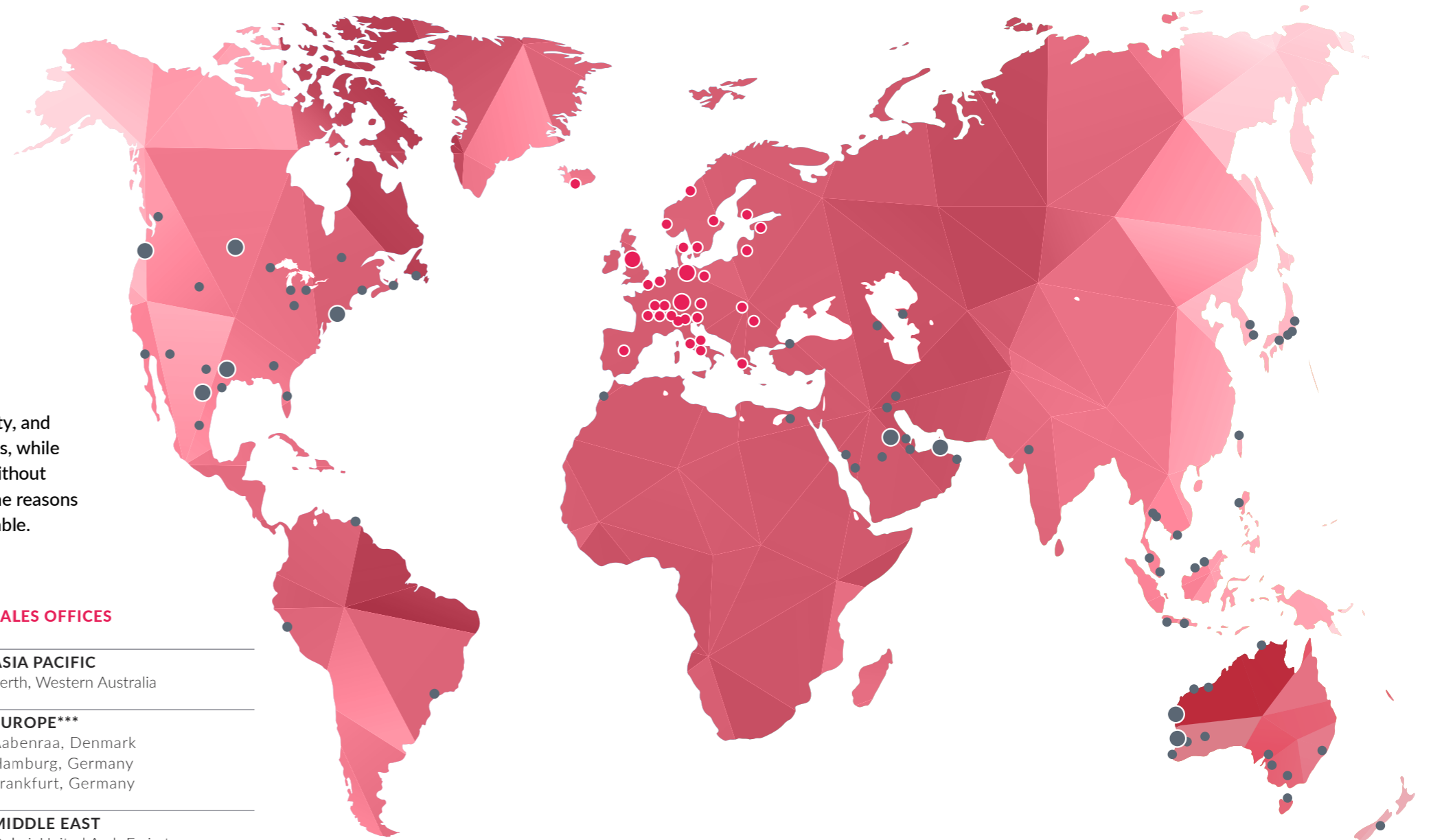
Aabenraa, Denmark  
Hamburg, Germany  
Frankfurt, Germany

### MIDDLE EAST

Dubai, United Arab Emirates  
Jubail, Kingdom of Saudi Arabia

### AMERICAS

Houston, Texas



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

\*\* Owned and operated by Third Party Provider

\*\*\* This report does not include information for Europe, operated by GMA Europe GmbH.

# 2.0 About this Report

GMA's sustainability reporting continues to evolve alongside the development of the company's sustainability approach.

This report reflects the Environmental, Social and Governance ('ESG') actions undertaken across our operations during the 2025 reporting year, while also representing continued progress in how sustainability is assessed, and communicated across the business.

This report addresses broad sustainability indicators and outlines the initiatives carried out across our operations in Australia, the Americas, and the Middle East.

Building on the foundations established in previous years, GMA continued progressing the implementation of its sustainability roadmap throughout 2025 in collaboration with external sustainability support. This included the identification and assessment of material ESG topics relevant to GMA's operations, stakeholders, and long-term business priorities through GMA's first formal materiality assessment process.

This report addresses material ESG topics relevant to GMA's current operational footprint in reference to the Global Reporting Initiative (GRI). It combines quantitative metrics, where available, with management disclosures and case studies that illustrate how sustainability is being applied in practice across different regions and functions.

**Completing our first materiality assessment strengthened our understanding of the sustainability issues most relevant to our business and stakeholders. Together with improvements in governance, data quality, and accountability, it provides a stronger foundation for informed decisions and measurable progress.**

GMA also continued engagement and support of Jebsen & Jessen Group initiatives to connect sustainability governance and reporting across its Business Units. This provided opportunities to share progress, strengthen alignment on broader sustainability priorities, and contribute to the ongoing development of sustainability governance approaches across the wider Jebsen & Jessen Group.

## 2.1 Materiality and Data Development

In 2025, GMA completed its first formal materiality assessment, representing an important step in the continued development of the company's sustainability approach. The assessment provided a structured process for identifying and evaluating ESG topics most relevant to GMA's operations, stakeholders, and long-term business priorities. It also strengthened the basis for determining reporting priorities and guiding future sustainability focus areas across the business.

The materiality assessment incorporated both internal and external perspectives to support a broader understanding of the context, implications and nature of sustainability topics as these pertain to GMA and the regions in which it operates. This



process helped refine the company's understanding of material ESG topics and provided a more consistent framework for evaluating sustainability priorities across the organization.

Alongside this work, GMA continued to collect, consolidate, and review sustainability-related data across the company. Given the diversity of GMA's operational footprint, this remains an ongoing area of development.

Throughout 2025, progress was made toward standardizing ESG data collection and reporting practices, refinement of reporting workbooks, and reviews of methodological approaches such as our greenhouse gas (GHG) emission calculations.

## 2.2 What to Expect

This report provides a transparent view of our ESG performance in 2025 highlighting actions we have taken, the outcomes measured, and the areas focused on for long-term impact. This structure reflects both the company's current reporting maturity and its intent to align with recognized ESG frameworks in a way that is practical, transparent, and useful to stakeholders.

## 2.3 Looking Ahead

Looking ahead, GMA remains focused on strengthening how sustainability is governed across the business. This includes improving data quality, clarifying ownership of material topics, strengthening policy and systems integration, and increasing the company's ability to use ESG information in decision-making.

Our collaboration with the Jebsen & Jessen Group will remain an important part of that direction. Through continued participation in group-level sustainability forums, committee activity, and reporting alignment, GMA is better positioned to contribute to broader strategic goals while ensuring its own sustainability approach remains grounded in the realities of its operations, customers, and communities.



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

## 2.4 Report coverage

This report covers GMA operations in Australia, the United States, and the Middle East for the period January 1 to December 31, 2025. Unless otherwise stated, disclosures in this report do not include information relating to GMA Europe GmbH.

The scope and relevance of disclosures within this report vary depending on the operational activities, material topics, and regulatory environments applicable to each region. Accordingly, some disclosures apply across all operations, while others relate specifically to sites or jurisdictions where the topic is considered materially relevant.

Geographic coverage tables outlining the scope of applicable disclosures are provided throughout this report where relevant.



### 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



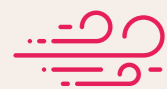
### Waste Recycling, Garnet re-processing and re-use

#### 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



### 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



### 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



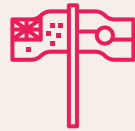
### Local Business

#### 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



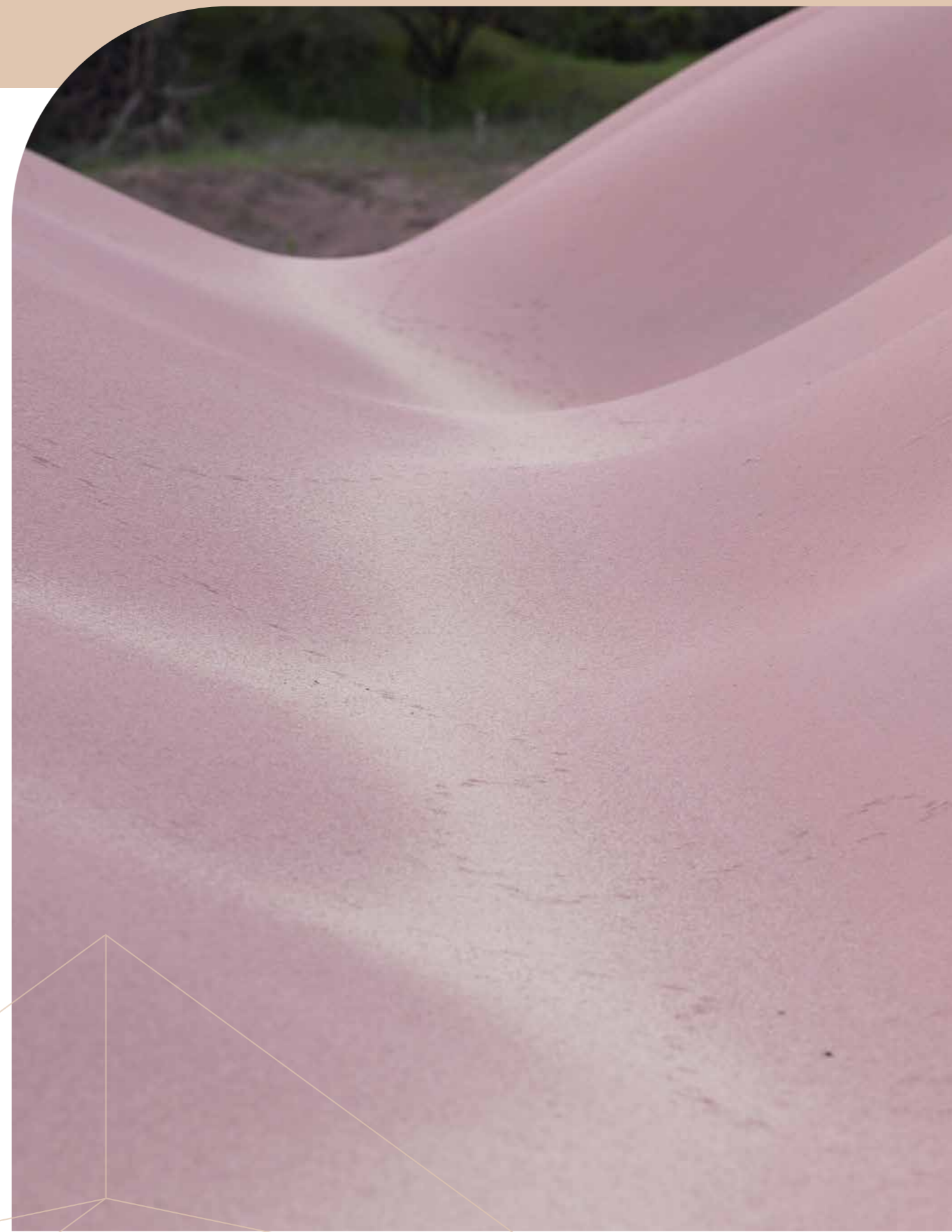
### GMA Library of Governance Documents

#### 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



## 3.0 From the CEO

I am pleased to present GMA Garnet Group's 2025 Sustainability Report.



Having joined GMA in December 2025, I have spent my first months gaining a deeper understanding of the business – its operations, its people, and how it approaches sustainability across regions.

What stands out is the foundations already in place. Under the leadership of the previous CEO, sustainability has been progressively embedded into how GMA operates – not as a standalone initiative, but as part of day-to-day decision-making. This is reflected in the increasing maturity of practices across our sites, the systems that support our operations, and the ownership taken by teams on the ground.

This report reflects a progression – from embedding sustainability practices to improving the governance, accountability, and systems that support long-term performance.

At GMA, sustainability is increasingly part of how we make decisions and support operation efficiencies. As the business continues to grow, our priority is to ensure that our processes and systems evolve alongside it – improving how we measure

performance, strengthening consistency across regions, and ensuring standards are applied in practice.

During the year, we progressed our sustainability roadmap, completed our first formal materiality assessment, and continued to strengthen internal reporting across environmental, social, and governance topics. These steps move us from intention to practice, ensuring our efforts are better directed, measured, and connected to long-term business performance.

We also continued to strengthen alignment with the Jebsen & Jessen Group, supporting greater collaboration, shared learning, and consistency in how sustainability and governance are approached.

Across our operations, we remained focused on practical priorities – responsible environmental management, including air quality, rehabilitation, water stewardship, and waste recovery; strengthening safety and employee wellbeing; and working with customers, suppliers, and communities to advance sustainability outcomes across our value chain.

There is more to do. We continue to improve the quality and consistency of our data, the maturity of our systems, and how performance is tracked across the organization. The direction, however, is clear – we are building a business better equipped to manage complexity, respond to expectations, and create long-term value responsibly.

I would like to thank our employees, customers, partners, and communities for their contribution during 2025. Their commitment continues to shape a stronger GMA.

We enter the next phase of this work with a clear focus: to strengthen governance, improve performance, and continue embedding sustainability into how we operate.



**Stephan Kirsch**  
Chief Executive Officer  
GMA Garnet Group



## 4.0 Governance

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In 2025, our focus was on strengthening governance foundations so that sustainability is supported by consistent oversight, decision-making, and operational accountability across the business facilitated by GMA's Group People & Sustainability Manager.

This reflects the understanding that effective ESG performance is not delivered through isolated initiatives, but through the consistent application of ethical conduct, regulatory compliance, reporting, and leadership.

### 4.1 Our governance practices

In 2025, GMA continued strengthening the systems and processes that support responsible business conduct and the continued application of workplace policies. Our approach remains grounded in compliance and respect for our people, supported by internal controls, legislative obligations, and regular review of policies and procedures.

Governance documents and policy coverage were reviewed to identify opportunities for greater consistency, while recognizing that some requirements remain region-specific. Assessment also continued on opportunities to better align learning management systems to support more consistent deployment and tracking of employee compliance training.

As part of Jebsen & Jessen Group, GMA also continued assessing its governance practices against broader Group frameworks and reporting approaches to support the ongoing development of governance and people-related systems over time.

GMA Library of Governance Documents <i>(31 Dec 2025)</i>	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	✓	✓	✓**

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

GMA's governance framework is supported by a range of policies and standards that guide our operations and decision-making. The policies highlighted in this report are those most relevant to the sustainability topics, commitments, and initiatives reported for the 2025 reporting period.

### 4.1.2 Code of Conduct and Ethical Business Practice

GMA remains committed to upholding high standards of ethical conduct across all areas of the business. Our Code of Conduct and related governance policies set expectations for how employees act, make decisions, raise concerns, and represent the company. They are designed to support a workplace culture in which integrity, respect, and accountability are consistently reinforced.

In 2025, GMA updated its Code of Conduct to align with growing social and governance practices. We continue to review the Code of Conduct ensuring it remains relevant to our business and for our people.

In 2025, we continued to support ethical business conduct through training (Code of Conduct, Respect at work, Anti Discrimination, Bullying and Harassment and Managing

Psycho-Social Behaviors), policy communication, and leadership reinforcement. In alignment with the ongoing maturation of the company's sustainability governance, emphasis on ensuring governance expectations were not only documented but better understood across the workforce. This included continued use and further development of learning systems to support compliance-based training and record completion more consistently over time.

### 4.1.3 Whistleblower Policy

GMA's Whistleblower Policy remains a key component of the company's broader governance framework. It supports a culture of integrity by providing a structured and confidential mechanism for identifying and addressing potential misconduct, including unethical, illegal, fraudulent, or otherwise undesirable behavior.

The policy is designed to encourage reporting in good faith, protect individuals who raise concerns, preserve confidentiality



where appropriate, and support fair and impartial investigation processes. In 2025, GMA continued to promote awareness of the policy and reinforce the message that employees and stakeholders should feel safe and supported in speaking up when concerns arise. Additionally, work commenced to integrate with Jebsen and Jessen Group's Whistleblower policy, ensuring alignment.

There were no whistleblower reports received during the reporting year.

### 4.1.4 Modern Slavery

Addressing the risk of modern slavery remains a core component of GMA's approach to responsible sourcing and governance. The company maintains a zero-tolerance approach to all forms of modern slavery and continues to take deliberate steps to ensure its operations and supply chains are free from exploitation.

Our commitment extends beyond compliance with the Australian Modern Slavery Act. It reflects a broader expectation that business relationships should be managed responsibly, that human rights risks should be understood and addressed, and that due diligence should improve over time as systems mature.

In 2025, GMA continued to strengthen supplier procurement processes and modern slavery risk awareness. This included ongoing review of due diligence mechanisms, supplier-related governance controls, and opportunities to improve visibility over higher-risk areas of the supply chain.

## 4.2 Governance Structure

The Board of Garnet International Resources Pty Ltd retains ultimate accountability for GMA's governance, strategic direction, and oversight of risk. The Board's role is to ensure the company operates in line with its purpose, values, and long-term business objectives while maintaining appropriate oversight of material business risks and governance matters.

Supporting the Board, GMA's Executive Committee plays a central role in translating strategy into action. The Executive

Committee brings together senior leaders across key parts of the business, including mining, production, finance, regional operations, and sales and marketing. In 2025, this structure continued to support closer alignment between priorities and operational execution, enabling sustainability, technical commitments, and people-related matters to be considered more consistently alongside commercial and operational performance.



GMA 2025 Executive Committee



\* Also sit on the Executive Committee of Garnet Arabia Company (GAC), a joint venture between GMA Garnet Group and Global Suhaimi Company based in the KSA.

\*\* Employed through GMA Europe.

Note: January to October 2025 Grant Cox was CEO of GMA Garnet Group.



## 4.3 Legal / Regulatory Compliance

Adhering to legal and regulatory requirements remains essential to how GMA manages risk and maintains trust across the jurisdictions in which it operates. The company monitors applicable laws, permit conditions, and regulatory obligations across its operations and maintains internal processes to support compliance management and escalation where required.

During 2025, GMA continued to manage compliance risk through established systems, site-level controls, and leadership oversight. No instances of non-compliance were identified during the reporting year.

## 4.4 Strength Through Certification

Certification remains an important part of GMA's governance approach ensuring a structured basis for maintaining management systems across quality, environment, and safety. All relevant GMA production facilities continue to operate under ISO-certified management systems, supporting consistency in process control and documentation.

In 2025, GMA continued to maintain ISO 9001 and ISO 14001 certification across operational sites, with ISO 45001 coverage retained across eligible facilities. Internal audits and external surveillance or recertification audits remained an important part of how these systems were monitored and improved.



## CASE STUDY

### Jebsen & Jessen Group Sustainability Committee

In the first quarter of 2025, GMA's parent company, Jebsen & Jessen, established the Group Sustainability Committee to formalize governance structures and improve coordination of sustainability activities across its business units.

The committee comprises representatives from each business unit and group-level functions, ensuring that operational perspectives are reflected in Group-level sustainability discussions. The Chairman of Jebsen & Jessen and the Group Chief Human Resources Manager serve as advisors, providing oversight and alignment with broader Group priorities.

The committee was established to support a consistent and structured approach to sustainability across the organization. Its responsibilities include representing business unit interests in materiality assessments, supporting the formation of sustainability sub-committees where required, and identifying training needs to strengthen capabilities in sustainable operations. The committee also facilitates the regular exchange of sustainability practices between business units, contributing to a more informed and aligned approach across the Group.

In addition, the committee plays a central role in the consolidation and management of ESG data within the Group's reporting system. This includes coordinating data inputs, monitoring progress against sustainability

measures, and supporting reporting requirements related to certifications, including Environment, Health and Safety (EHS). These activities contribute to improved data consistency, transparency, and accountability across the Group.

GMA is represented on the committee by Cameron Sargeant, General Manager People and Sustainability. Through this role, GMA contributes to Group-level discussions while also applying the outcomes of the committee's work to its own operations and sustainability approach.

"Participating on the committee and working with Jebsen & Jessen peers has been valuable in having the support of the wider Jebsen & Jessen business and using the outcomes to assist GMA further refine our commitments and areas of focus in sustainability," said Cameron.

During 2025, the committee delivered several key outputs. These included the development of a Group Sustainability Strategy Framework to guide overall direction, a Sustainability Roadmap with defined targets to support implementation, and a Group-wide materiality assessment to identify and prioritize the most relevant sustainability topics. Together, these outputs establish a common foundation for sustainability planning, performance tracking, and reporting across all business units.



Global HR Leaders across Jebsen & Jessen Group Business Units.



## CASE STUDY

### Integrated Management Systems and ISO Certification

GMA maintains internationally recognized ISO certifications across Australia, United States, and GMA Middle East. These certifications support consistent operational standards across quality, environmental management, and workplace safety throughout global operations.

#### Current certifications include:

- ISO 9001 – Quality Management Systems  
Standardized quality controls, documentation, and verification procedures are applied across sites to reduce variability, improve reliability, and support consistent customer outcomes.
- ISO 14001 – Environmental Management Systems  
The standard supports the identification and management of environmental impacts, including waste, emissions, and resource use, while enabling alignment across differing regional regulatory requirements.
- ISO 45001 – Occupational Health and Safety Management Systems  
The framework supports safer operations, workforce participation, and improved accountability across all operating regions.

Together, these standards provide a consistent framework for governance, operational control, risk management, and continual improvement across the business.

#### Integrated Governance and Operational Delivery

GMA operates an integrated management system that combines quality, environmental, and safety management into a governance framework. This ensures management system requirements are embedded into operational processes and decision-making rather than managed independently.

Consistency across operations is maintained through the implementation of standardized plans, procedures, controls, and work practices aligned to ISO requirements.

#### Monitoring, Assurance and Continuous Improvement

Management system compliance is monitored through scheduled internal audits, obligation and risk reviews, procedural compliance audits, and site inspections across operations. These activities support ongoing internal auditing, operational consistency, and identification of improvement opportunities.

Operational data and trend analysis are also used to support decision-making, improve controls, and strengthen risk management processes across the business. Scope of audit extends to meeting routines, training conducted, updating of relevant registers and govern of respective controls.

#### Building Capability Across the Workforce

GMA delivers training initiatives across the workforce to support the integration of ISO principles into day-to-day operations. Leadership programs focus on areas such as risk and opportunity management, continual improvement, and accountability, while in-person coaching supports the ongoing development of capability and operational governance across key roles.

#### Evolving Beyond Compliance

GMA's approach to ISO management systems has evolved from maintaining certification compliance to integrating governance principles into operational management and business decision-making.

A stronger focus on risk- and opportunity-based thinking supports preventative controls and early risk identification, reducing the potential for non-conformance, operational disruption, and product variation. This approach supports consistent product quality, supply reliability, and greater transparency for customers operating in increasingly compliance-focused industries.

**Maintaining ISO-certified management systems helps ensure a disciplined approach to process control, documentation, and operational performance across our global production facilities.**

# 5.0 Environment

## Our Environmental Approach

GMA recognizes the importance of managing environmental impacts responsibly across all stages of its operations. From mining and processing through to waste handling, water use, and rehabilitation, environmental considerations are embedded into planning, operational execution, and review.

Environmental management at GMA is guided by regulatory obligations, site-specific risk profiles, and ISO 14001-certified Environmental Management Systems. Operating across multiple jurisdictions means environmental controls and data requirements are not identical in every region.

### Our environmental approach continues to focus on:

- 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 remain in acknowledgment in the need for consistency and continue working towards standardized reporting approaches, data monitoring and related quality processes consistently across the Group.

## 5.1 Air Quality and Dust Management

Air quality and dust management remain key environmental priorities for GMA. GMA maintains a combination of engineering controls, operating procedures, monitoring systems, and audit processes to manage dust and air quality risks across its operations.

In 2025, GMA continued to operate within the regulatory frameworks that apply to each site, while also seeking opportunities to strengthen dust control and emissions monitoring. Across the business, our approach includes operating within license and permit thresholds, monitoring air quality and dust where required, implementing dust suppression systems and operational controls, and conducting reviews to identify improvement opportunities.

Dust control measures vary by site which may include water carts, sprinkler systems, covered conveyors, enclosed transfer points, baghouse collection systems, low-NOx burners, engineered handling processes, and site-specific dust management plans. In the United States, site controls also continue to include facility-level dust emission inventories, permit-based reporting, and compliance with applicable state and federal air requirements. In the Middle East, air quality controls remain aligned with local authority requirements and operating conditions.



### CASE STUDY Dust Monitoring at Alder, Montana

In 2025, GMA invested in additional dust monitoring capability at Alder, Montana, as part of ongoing environmental monitoring and site management activities.

The work included improvements to site-level monitoring and data collection processes intended to provide greater visibility of particulate conditions across the operation. Improved monitoring supports ongoing compliance activities, assists in identifying operational trends over time, and helps inform where additional controls or management actions may be required under changing site conditions.

The investment also supports more consistent environmental reporting and oversight by improving the quality and availability of operational monitoring data.



### CASE STUDY Dust Suppression Trials in Port Gregory

GMA's Port Gregory operations, located on the Mid-West coast of Western Australia, experience ongoing dust management challenges due to seasonal high winds and dry conditions. During Spring and Summer, these conditions can increase dust generation across open areas, haul roads, and landforms, at times resulting in visible dust impacts near the Kalbarri-Northampton Road and Port Gregory turnout.

Historically, dust suppression at the site relied heavily on water from a limited groundwater aquifer. However, constrained water availability, together with the operational demands of water cart activities, highlighted the need to assess alternative dust management approaches.

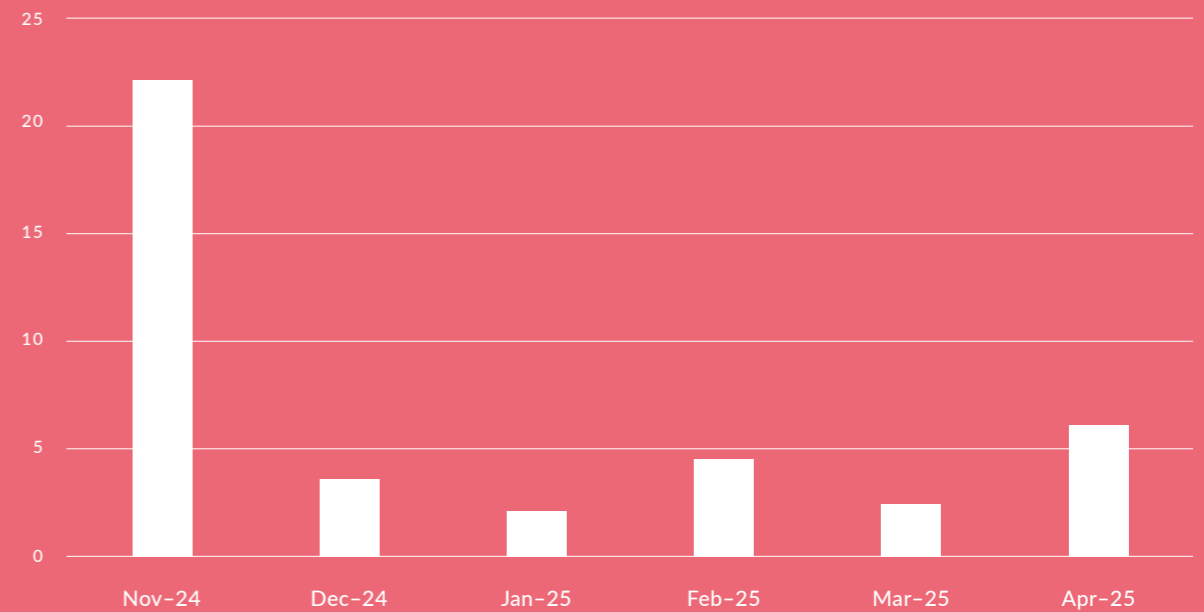
In late 2024 and throughout 2025, GMA trialled several unsealed road dust suppression additives at Port Gregory. Initial trials using Dust Jel, a polymer-based product, did not achieve the required operational or compliance outcomes.

Subsequent trials using Dust Mag demonstrated improved performance in high-traffic operational areas. Due to its hygroscopic properties, Dust Mag attracts and retains moisture, supporting longer-lasting dust suppression under dry and windy conditions. When applied to road material, the product formed a more stable surface, reducing reliance on continuous water cart operations and supporting more efficient use of site water resources.

As demonstrated in the chart post application of dust mag, has shown a substantial decline in dust levels.

Regulatory inspections also noted improvements in treated areas. During more recent site visits, representatives from the Department of Mines, Petroleum and Exploration and Health and Hygiene Division observed reduced dust levels in areas where Dust Mag had been applied.

HOSE HAUL ROAD DUST MONITOR RESULTS



Y-axis represent dust concentrations, reported as insoluble matter (dust particles) grams, square meters per month. This type of dust causes both environmental damage and maybe harmful to humans.

### 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

Energy use remains one of the most significant environmental considerations across GMA's operations. Electricity and fuel are required across all stages of operations, including extraction, mineral processing, crushing and blending, onsite infrastructure, and logistics activities.

GMA's operations continue to use a combination of purchased electricity and direct fuels, including diesel, liquefied petroleum gas (LPG), gasoline, and natural gas. Diesel and electricity accounted for a substantial proportion of total energy use in 2025, reflecting the energy-intensive nature of processing activities at several sites. Fuel consumption was primarily associated with mobile equipment, onsite power generation, and transport activities.

The mix of energy sources varies across operations depending on plant design, local infrastructure, grid availability, and process requirements.

As GMA's reporting systems continue to mature, energy information is also becoming increasingly important from a governance perspective. Enhanced tracking of electricity and fuel consumption supports more accurate emissions reporting and can help to identify opportunities to improve energy efficiency.

#### 5.2.1 Renewable Energy

GMA continued to integrate renewable energy into its operations in 2025, with renewable energy penetration increasing to 48%, up from 42% in 2024. Renewable energy generation at the Port Gregory operation, supported by the wind, solar and battery energy storage system (BESS), remained a key contributor to the Group's energy mix.



### 5.3 GHG Emissions

GMA measures and reports its Scope 1 and Scope 2 greenhouse gas (GHG) emissions across operations in Australia, the Americas, and the Middle East in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, applying an operational control approach across all global operations. Scope 1 (direct) and Scope 2 (energy indirect) emissions for 2025 have been prepared on a consistent basis with prior reporting to support year-over-year comparability.

In 2025, GMA continued using emissions information as an important environmental management input, supporting greater understanding of how energy use, site activity, and operational changes contribute to the company's overall emissions profile.

#### 2025 Emissions Overview

In 2025, GMA's total Scope 1 and Scope 2 emissions were 29,837.61 tCO<sub>2</sub>e, compared to 26,859.80 tCO<sub>2</sub>e in 2024. The increase reflects higher electricity consumption across several operating sites and increased operational activity in key regions.

#### 2025 v 2024 Scope 1 and 2 Emissions (tons of CO<sub>2</sub> equivalent)

	2025 (tCO <sub>2</sub> e)	2024 (tCO <sub>2</sub> e)
Scope 1	19,652.44	17 261.08
Scope 2	10,185.17	9,598.72

Scope 1 emissions primarily arose from the use of diesel, LPG, gasoline, and natural gas in mining and processing activities, onsite power generation, and GMA-owned mobile equipment and transport.

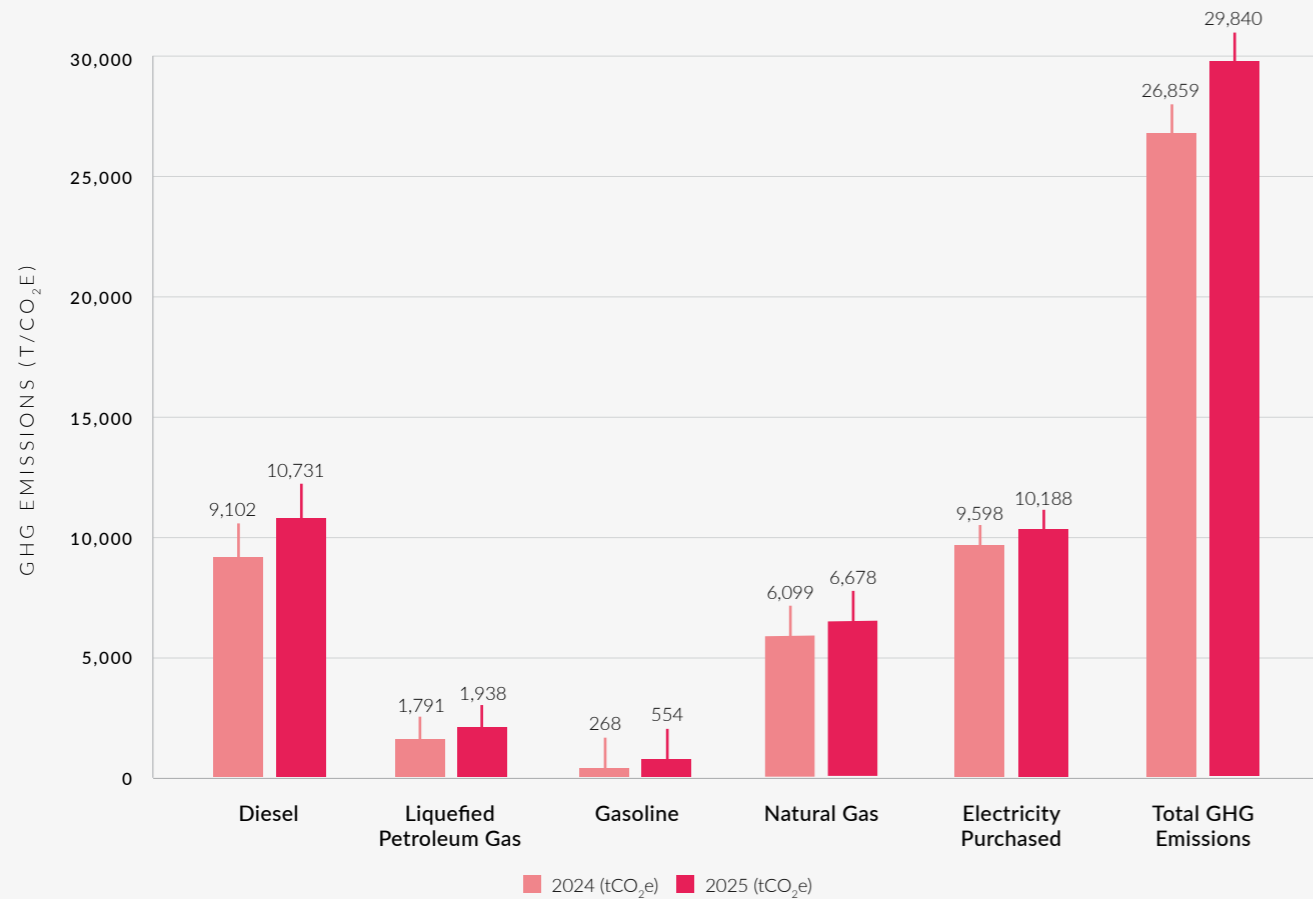
Scope 2 emissions relate to purchased electricity and were calculated using a location-based approach, reflecting grid-specific emission factors in each region.

Australia remained the largest contributor to GMA's 2025 emissions profile, followed by the United States, reflecting the energy-intensive nature of mining and mineral processing operations. Emissions from Middle East operations remained comparatively low.

**2025 v 2024 Scope 1 and 2 Emissions (tons of CO2 equivalent)**

Activity Data by energy source	2025 (tCO <sub>2</sub> e)	2024 (tCO <sub>2</sub> e)
<b>Scope 1</b>		
Diesel	10,731.87	9,102.08
Liquefied Petroleum Gas	1,938.92	1,791.54
Gasoline	303.55	268.11
Natural Gas	6,678.10	6,099.35
<b>Total Scope 1 Emissions</b>	<b>19,652.44</b>	<b>17,261.08</b>
<b>Scope 2</b>		
Electricity Purchased	10,185.17	9,598.72
<b>Total Scope 2 Emissions</b>	<b>10,185.17</b>	<b>9,598.72</b>
<b>Total GHG Emissions</b>	<b>29,837.61</b>	<b>26,859.80</b>
<b>Kilotonnes of ore produced (kt)</b>	<b>513</b>	<b>516</b>
<b>Production intensity (tCO<sub>2</sub>e / tonne of ore produced)</b>	<b>0.05816</b>	<b>0.05205</b>

**GHG EMISSIONS**



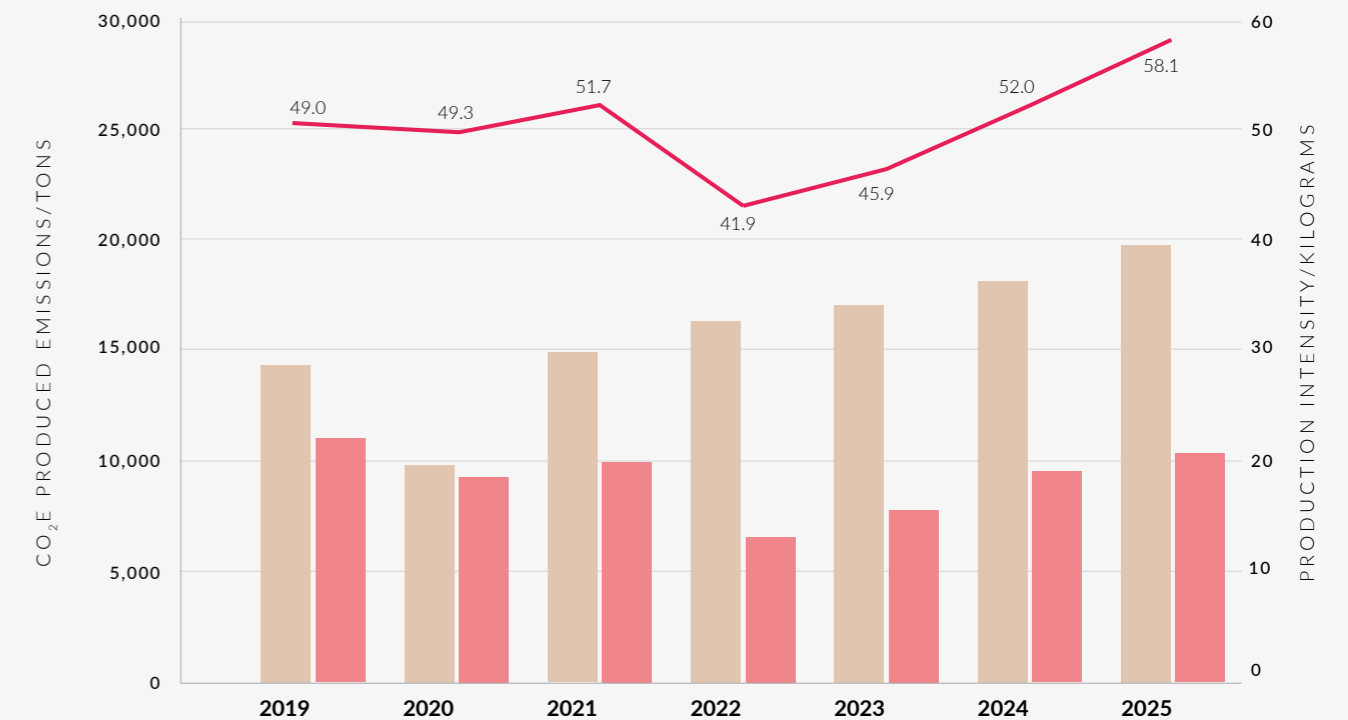
Note: Figures are rounded.

**Emissions Profile and Emissions Intensity**

Total overall Scope 1 and 2 emissions increased compared to 2024, primarily reflecting higher operational activity levels required to maintain production volumes against changing ore grades during the year. Ore grades resulted in increased mining and processing intensity, contributing to higher fuel and electricity consumption across mining operations.

Emissions intensity also increased modestly year-on-year, driven by the same operational factors. Despite this, GMA continued to progress contribution of renewable energy within its operational energy mix through the Port Gregory hybrid renewable energy facility.

**GMA TOTAL CO<sub>2</sub>e PRODUCED**



	2019	2020	2021	2022	2023	2024	2025
Scope 1	14,294.70	9,775.00	14,843.14	16,268.62	18,506.00	17,261.08	19,652.44
Scope 2	10,976.44	9,224.00	9,908.42	6,558.60	7,448.90	9,598.72	10,188.20
<b>TOTAL Emissions/annum (t CO<sub>2</sub>e)</b>	<b>25,271.14</b>	<b>18,999</b>	<b>24,751.56</b>	<b>22,827.22</b>	<b>25,955.00</b>	<b>26,859.80</b>	<b>29,840.64</b>
Production intensity CO <sub>2</sub> Footprint (t CO <sub>2</sub> e)	0.04898	0.04935	0.05167	0.04188	0.04585	0.05205	0.05816

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.

## 5.4 Land Management and Rehabilitation

Responsible land management and rehabilitation remain critical environmental priorities for GMA, particularly at Port Gregory in Western Australia and Alder, Montana. While land disturbance is an unavoidable part of mining activity, the long-term expectation is that disturbed areas are managed responsibly, rehabilitated progressively where possible, and returned to a condition that supports environmental stability and appropriate post-mining outcomes.

GMA's approach to land management is underpinned by compliance with regulatory requirements, ongoing monitoring, use of scientific and practical rehabilitation methods, and, where appropriate, engagement with local stakeholders to support culturally informed land management practices. In 2025, the company continued to focus on minimizing unnecessary disturbance, improving rehabilitation planning, and integrating restoration activities into ongoing site management.

At Port Gregory, rehabilitation activities continue to include backfilling mined areas, top-soil management, re-spreading retained vegetation matter, revegetation, and weed management. These activities are important not only from a compliance perspective, but because they influence long-term ecosystem recovery, landform stability, and how effectively disturbed areas can blend with surrounding environments.

GMA also continues to work with Aboriginal partners in support of rehabilitation-related activities, creating both practical and cultural value through that collaboration.

### 5.4.1 2025 Rehabilitation Activities

In 2025, rehabilitation activities at the Port Gregory mine site continued to focus on managing and restoring areas impacted by operational land clearing. A total of 0.13 km<sup>2</sup> of remnant native vegetation within the Beard Vegetation Association was impacted through operational activities, with rehabilitation programs implemented to support recovery of the affected areas. Impacts were assessed as partially reversible over the medium term, with rehabilitation timeframes estimated between 12 and 18 months.

During the reporting period, 0.0979 km<sup>2</sup> of land was restored, contributing to a cumulative total of 2.0834 km<sup>2</sup> rehabilitated at the Port Gregory Mine Site. Rehabilitation activities included landform stabilization and progressive restoration of native vegetation communities to support long-term ecosystem recovery. At year end, rehabilitated areas were classified as under rehabilitation and partially restored.

No operational sites were identified within or adjacent to protected areas or areas of high biodiversity value during 2025, and no IUCN ('International Union for Conservation of Nature') Red List species were recorded within operational areas during the reporting period.



#### CASE STUDY

### Planting the Seeds of Sustainability



GMA Middle East participated in a community environmental initiative in Dubai, United Arab Emirates focused on conservation and awareness of the ghaf tree, the national tree of the UAE.

The activity, organized through Goumbook's "Give a Ghaf" initiative, combined environmental education with hands-on seed harvesting and planting activities

involving GMA employees and community volunteers. More than 100 ghaf seeds were planted during the initiative, with additional seeds distributed to participants to support broader propagation opportunities beyond the event itself.

The initiative aligned with the UAE's Year of Community and reflected GMA's broader approach to supporting locally relevant environmental and community engagement activities across the region.

"As the government of the UAE declared 2025 the Year of Community, we at GMA are happy that we could join with others to further support the goals of the country," said Soni John, General Manager, GMA Middle East. "It was a day of learning, teamwork, and care. Small seeds planted today that will grow into something lasting for generations to come."



#### CASE STUDY

### Improving Rehabilitation Techniques

*Melaleuca cardiophylla* is a key species for achieving ecological closure objectives in GMA's progressive mine rehabilitation program. However, due to its extremely small seed size and dormancy characteristics (pictured), traditional direct seeding methods have proven ineffective. Historically, the species has been successfully established only through tubestock propagation.

While tubestock planting has delivered positive ecological outcomes, the method is highly dependent on rainfall. In drought conditions, survival rates decline significantly, delaying rehabilitation timelines and increasing operational costs.

To improve resilience and cost-effectiveness, GMA initiated a seed-based restoration trial in 2024. The approach involved engaging a rehabilitation company to encapsulate seeds in bentonite clay pellets to enhance handling and moisture retention. Despite its potential, the trial did not achieve successful germination outcomes.

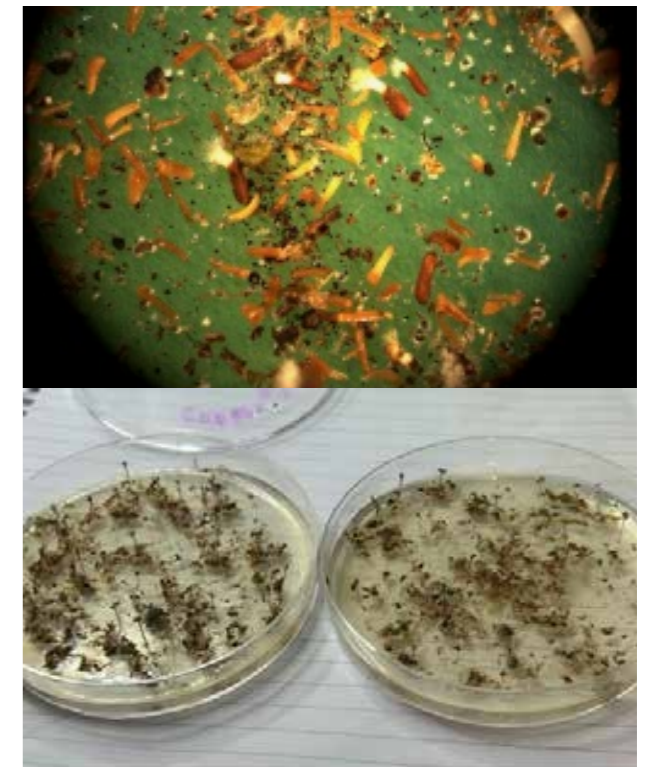
In 2025, GMA partnered with a specialist botanist to investigate the underlying causes. Laboratory analysis indicated that the seeds were dormant and needed a natural germination stimulant to trigger growth. Subsequent testing showed that naturally occurring compounds such as those found in smoke water and local soils can effectively break dormancy.

#### The key outcomes are:

- Application of natural germination stimulants increased germination rates from 4% to 26% within 7 days under controlled conditions
- Evidence confirmed that the required stimulant is already present in local soil ecosystems.
- Findings highlight the importance of aligning rehabilitation methods with natural ecological processes.

Field trials are underway to validate laboratory results in real-world conditions. If successful, this approach has the potential to:

- Reduce reliance on rainfall-sensitive tubestock planting
- Improve establishment success during variable climate conditions
- Lower rehabilitation costs through scalable seeding methods
- Accelerate progress toward mine closure and biodiversity restoration goal



**Effective land stewardship requires a long-term perspective. Across our operations, we are advancing rehabilitation practices designed to support ecosystem recovery and responsible land management.**

## 5.5 Water Management

### Water Stewardship

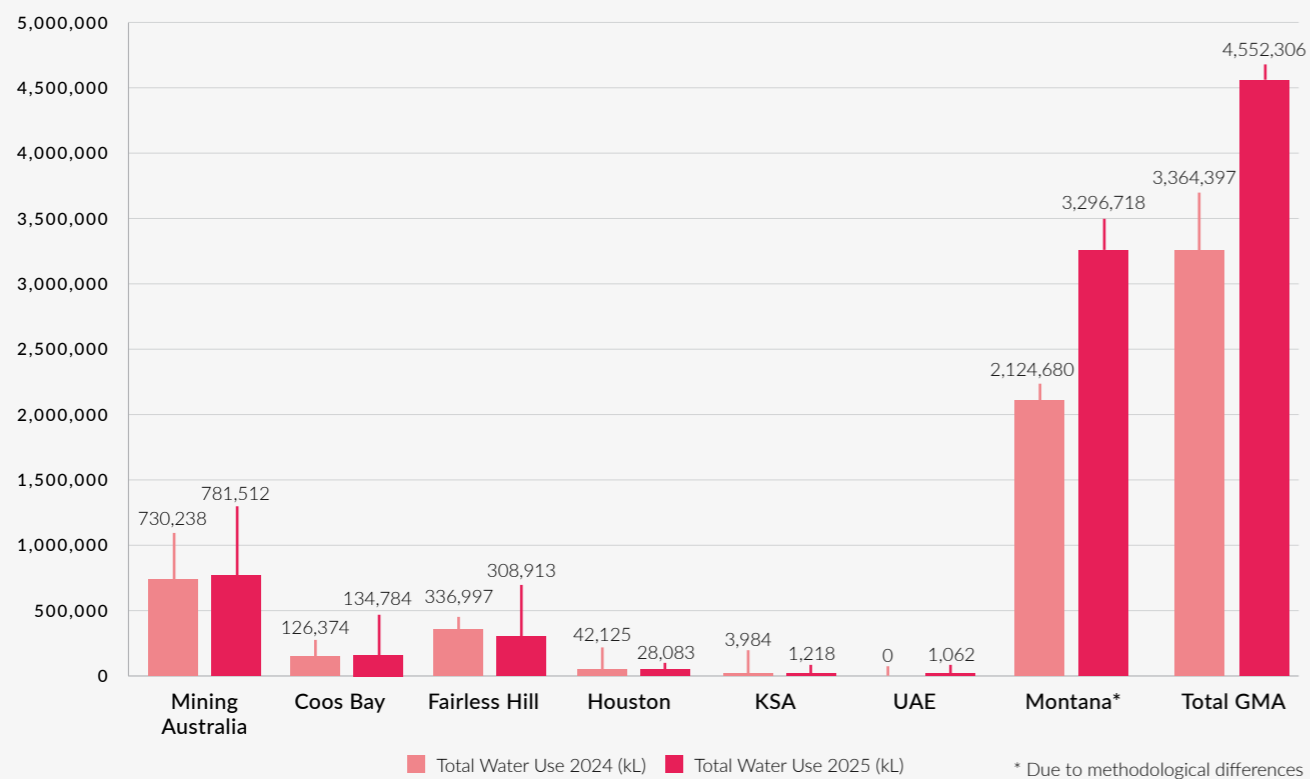
Responsible water management is essential to GMA's operations. Across our sites, water governance is shaped by local conditions, including water source and availability, process design, and regulatory requirements.

GMA's water governance approach remains guided by four core principles: assessing water-related risks early in project planning; maintaining compliance with local obligations; monitoring appropriate to site conditions; and improving water efficiency and reuse where feasible.

GMA's total water withdrawal for FY2025 was approximately 4.55 million kilolitres. Water use across the Group is primarily associated with mineral processing activities, particularly in wet plant operations where water is required for separation processes.

GMA recognizes the importance of robust water monitoring and continues working to improve measurement and reporting processes. Future focus areas may include investment in site-level metering and improving data accuracy.

**GMA TOTAL WATER WITHDRAWAL AND THIRD PARTY SUPPLY**



For sites in the United States of America (except Montana), water use has been estimated based on operational flow rates and annualized using consistent operating assumptions. While these estimates provide a reasonable basis for reporting, GMA acknowledges that direct measurement of water withdrawal volumes is not consistently available across all sites.

*Restatement and methodology update (U.S. water data – Montana):*

During the reporting period, GMA refined its methodology for calculating water withdrawal at the Alder, Montana operation. Previously reported FY2024 water use was based on flow rate estimates (gallons per minute) annualised using operating assumptions. In FY2025, this was updated to reflect total annual consumption (gallons per year), resulting in a material increase in reported water withdrawal.

As a result, FY2024 water data for Montana has been restated for comparability purposes. The updated methodology provides a more accurate representation of water use at site; however, some estimation remains due to limitations in direct metering.

### Port Gregory, Western Australia

Port Gregory remains a priority site for water stewardship because of its location near environmentally sensitive areas, including Hutt Lagoon and Utcha Swamp, and because water plays an important role in wet plant processing. Water is used to separate garnet from non-garnet ore, and the site continues to rely on recycling and reuse systems that include a thickener plant, tailings storage ponds, and recovery of surface runoff for reuse where appropriate.

### Coos Bay, Oregon

At Coos Bay, potable and process water continue to be supplied by the Coos Bay-North Bend Water Board. The site does not rely on groundwater, river water, or seawater for garnet processing. Water management at the site remains closely tied to permit conditions as per the Oregon Department of Environmental Quality.

### Houston, Texas

At Houston, process and potable water continue to be supplied through infrastructure owned and permitted by WATCO and sourced from the City of Houston. The wet plant was designed to be capable of both once-through operation and recirculation or recycling, depending on plant operating conditions and configuration.

### Fairless Hills, Pennsylvania

At Fairless Hills, water is used in washing and processing garnet and for domestic site purposes. The plant receives potable and untreated process water from the Delaware River through the Morrisville Municipal Authority system. Process water is discharged to the authority's treatment plant before being treated and returned to the river system.

### Alder, Montana

The majority of GMA's water use occurs at the Alder, Montana operation, where water is used in the separation of garnet from non-garnet ore.

Water management at the site is built around a closed-loop system designed to avoid interaction with surface water or groundwater. During the garnet concentration process, water is directed back to a thickener, which removes total suspended solids before the water is pumped to one of two geosynthetic-lined ponds to allow finer sediments to settle. Together, the lined ponds cover a total area of 4.7 acres. Clarified water is then pumped back for reuse in the processing plant, while water from onsite freshwater ponds is used to offset evaporation and operational losses.

In 2025, water use increased as a result of the upgrade to Montana Recovery. The upgrade changed the equipment configuration from one Prep Screen and two dewatering screens to 11 prep and splitting screens, while retaining the same two dewatering screens. Despite this increase, process water continued to be recirculated and reused within a closed-loop, zero-discharge system, reducing the need for continuous abstraction.

### Jubail, Saudi Arabia and Jebel Ali, UAE

In the Middle East, water use remains comparatively limited relative to wet processing sites, but still requires responsible management. At Jubail, water continues to support garnet processing, dust suppression, landscaping, and domestic use through a combination of onsite and supplied sources. At Jebel Ali, water use relates primarily to domestic purposes and vegetation maintenance, as the site does not include a wet plant.

**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.**



**CASE STUDY**  
**Water Stewardship at U.S. Operations**



GMA Coos Bay facility, USA

Water stewardship remained an important focus across GMA's U.S. operations during 2025, supported through ongoing monitoring, permit compliance, and continued improvement in site-level understanding of water systems and environmental conditions.

At Coos Bay and Alder, water quality monitoring programs continued to play an important role in supporting environmental management and regulatory compliance. These programs provide operational visibility into site

conditions over time and support the identification of trends that may require further assessment or management action.

Monitoring activities included routine sampling and review processes aligned with permit requirements and site-specific environmental management practices. The data collected through these programs supports ongoing oversight of water quality.

**“Through ongoing monitoring, permit compliance, and a deeper understanding of site water systems, we continued to strengthen water stewardship across our U.S. operations, supporting informed environmental management and responsible oversight of water quality.”**



Montana site, USA 2024



**CASE STUDY**  
**Greg Hildebrand —Environmental Governance and Water Stewardship**

As environmental expectations across the mining sector continue to evolve, environmental governance is playing an increasingly important role in how operations are planned, managed, and monitored across GMA's global business.

For Greg Hildebrand, GMA America's Director of Environmental & Permitting, this includes overseeing the regulatory and environmental frameworks that support GMA's mining, processing, water management, and rehabilitation activities across multiple jurisdictions.

Greg's role spans environmental permitting and approvals, regulatory engagement, and environmental monitoring and reporting. This includes managing compliance obligations related to water use, air emissions, waste management, and land rehabilitation, while working closely with regulators, government agencies, and local stakeholders.

“Environmental permitting establishes the framework for how we manage mining, processing, water use, waste handling, and environmental protection across the business,” Greg said.

As environmental management becomes increasingly integrated into operational planning and long-term business strategy across GMA, Greg highlighted water stewardship as a key area of focus, with greater emphasis placed on water efficiency, reuse opportunities, and groundwater protection.

“GMA recognizes water as both an operational resource and a key environmental responsibility,” he said.

Supporting this approach are environmental monitoring programs that help ensure environmental data aligns with permit conditions and sustainability reporting requirements, strengthening compliance, transparency, and informed decision-making across the business.

Looking ahead, Greg believes proactive environmental planning, strong governance, and efficient resource management will remain central to supporting responsible growth and long-term operational sustainability across GMA's operations.

## 5.6 Waste Management

Waste management remains an environmental priority for GMA due to the scale and diversity of waste streams generated across mining, processing, and reprocessing operations. In addition to ensuring safe and compliant handling, GMA focuses on improving waste classification, reporting, recovery, and reuse across the business.

In 2025, the Group achieved approximately 1.79 million tons recovered or reused and only a small proportion of waste directed to disposal.

The majority of GMA's waste relates to mineral waste associated with mining and processing activities, including tailings, slimes, and overburden materials generated at operations in Australia and the United States. These materials are predominantly reused onsite for applications such as mine backfilling and land rehabilitation and are therefore classified as recovered under GRI 306-4.

Recycling activities also continue across processing operations, including the collection and reuse of used garnet and other recyclable materials.

Waste directed to disposal in 2025 totalled approximately 10,700 tons and primarily comprised process residues such as filter cake, dust, and general waste streams managed in accordance with local regulatory requirements.

GMA also improved the consistency and transparency of waste tracking across regions. Efforts remain focused on standardizing waste classifications, improving waste stream tracking, and strengthening alignment between waste generation, recovery, and disposal reporting to support more consistent GRI reporting over time.

### 5.6.1 Mineral waste

Across Australia, the United States, and the Middle East, mineral waste from mining and processing continues to be managed in accordance with applicable laws, licenses, and permits. Where practical, GMA seeks to reuse or divert mineral waste in a way that supports reclamation, resource recovery, or reduced landfill dependency.

In Western Australia, coarse tailings generated from wet plant processing continue to support progressive backfilling and rehabilitation activities. In the United States, site-specific approaches remain in place across Fairless Hills, Coos Bay, Houston, and Alder, depending on plant design, material

characteristics, and permit arrangements. These may include clean fill diversion, recovery of fines, managed disposal through licensed facilities, storage for future reprocessing, or transfer to designated reclamation areas.

Total waste composition for 2025 increased by over 50% from 2024. The majority of this increase is attributed to Australia, which is reflective of the increase in tons processed.

### 5.6.2 Hazardous Waste

Hazardous waste generated across GMA's operations are managed under strict regulatory controls. In Western Australia, the Port Gregory bioremediation facility remains an important part of how hydrocarbon-impacted soils are treated for reuse on site once environmental criteria are met. This contributes to landfill diversion while ensuring reuse only occurs under controlled and compliant conditions.

In the Middle East, certain garnet reprocessing residues continue to require hazardous waste classification because of trace inorganic compounds. These materials are managed in accordance with local legal requirements and, where permitted, may be directed to cement kilns or other approved disposal routes.

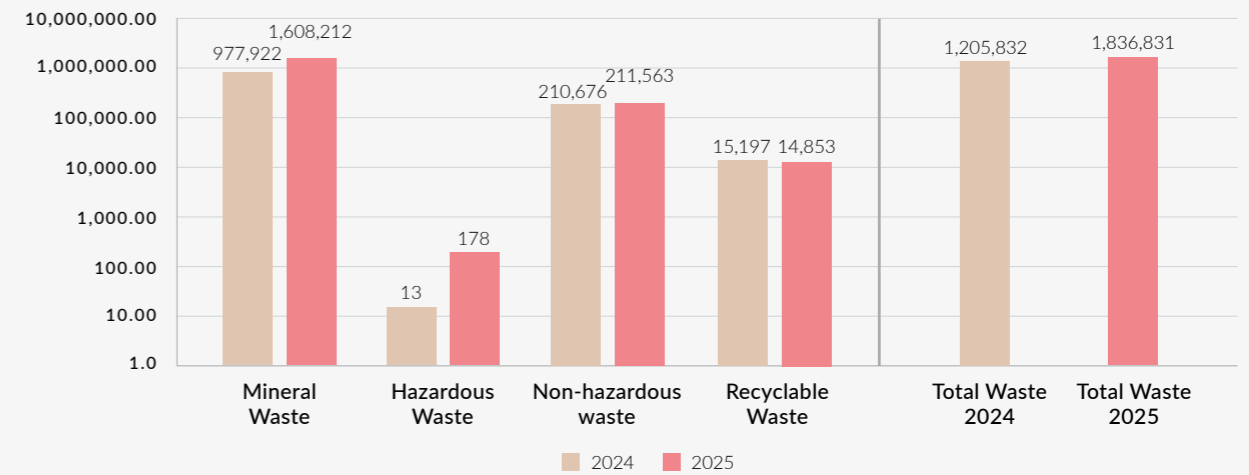
### 5.6.3 Our Approach to Mineral By-Products, Waste Minimization, and Recycling

A key part of GMA's environmental approach is reducing the volume of material that becomes waste in the first place. This includes identifying opportunities to recover industrial mineral by-products, improve process efficiency, and support recycling and reprocessing programs that extend the useful life of garnet and reduce disposal requirements. GMA's United States facilities do not hold hazardous waste permits, therefore, all sites do not accept hazardous waste.

Waste minimization at GMA is not limited to internal operations. It also includes the systems and incentives the company offers customers and partners so that used garnet can be returned and reprocessed where infrastructure and regulations allow. In 2025, these programs supported recovery in the United States and the Middle East, helping reduce landfill disposal while strengthening the circularity story of the product.

**“Improving waste recovery, reuse, and reporting remains a key focus as we work to manage diverse waste streams across our operations.”**

**TOTAL WASTE COMPOSITION 2025 IN METRIC TONS (T)**



#### CASE STUDY

### Recovering Value From Existing Tailings in Montana

As part of GMA's ongoing focus on operational efficiency and resource management, the Montana operation explored opportunities to recover usable garnet from existing tailings material during 2025.

Rather than relying solely on newly mined material, the initiative focused on reprocessing previously deposited tailings to recover additional saleable garnet product. This approach supports more efficient use of existing resources while also helping reduce operational waste and extend the value derived from material already processed through the operation.

During the year, retreat tails and WPT1 tails — material that had remained at the wet plant rather than being backhauled — were reprocessed through the wet plant. Approximately 186,000 tons of tailings material were processed at an average grade of 24% and recovery rate of 63%, resulting in the recovery of approximately 28,123 tons of garnet suitable for commercial use.

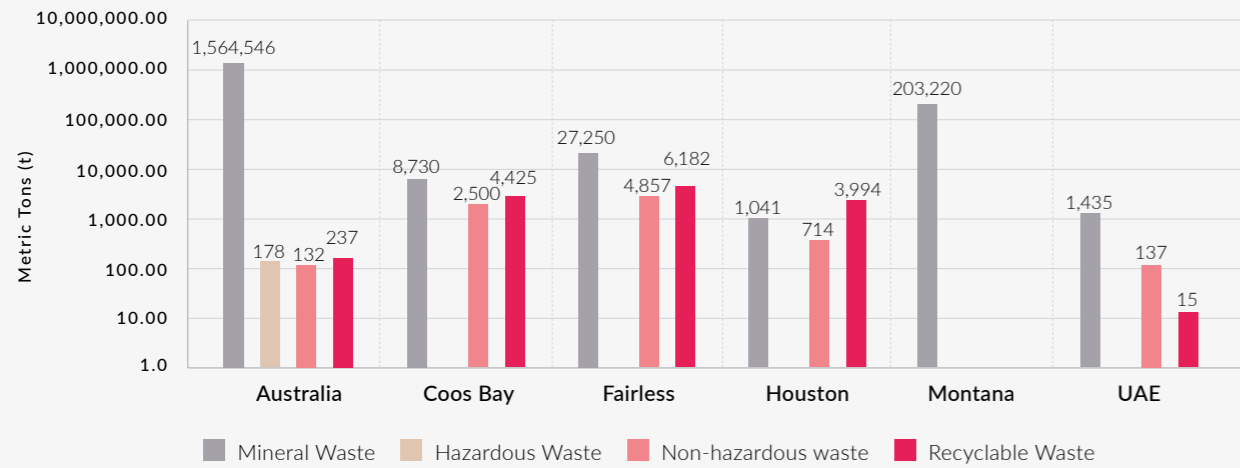
Recovered material included all size fractions, with particular focus on recovering coarser material, including 36 mesh product fractions. In addition to generating additional saleable product, the initiative also reduced reliance on

newly mined material by approximately 372,000 tons through the elimination of both ore extraction and associated waste movement, based on a 1:1 stripping ratio.

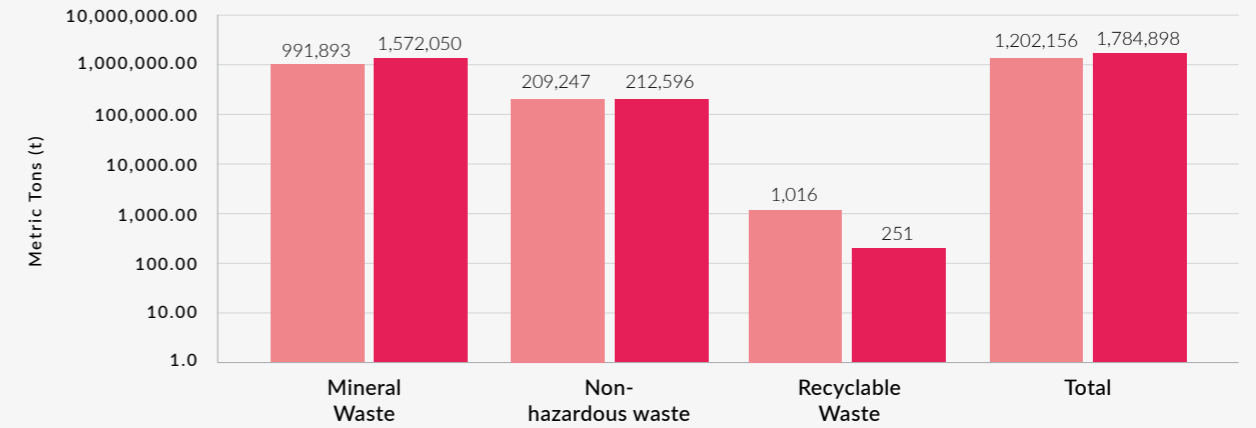
The project also provided operational insight into how historic material streams may continue to contribute value through improved recovery processes and material utilization. In addition to improving resource efficiency, the initiative contributed to reducing the volume of material requiring long-term tailings management and reduced activities associated with additional mining, including material movement, equipment use, fuel consumption, dust generation, and greenhouse gas emissions linked to extraction activities.

“The recovery of usable garnet from existing tailings demonstrates how operational improvement and resource management can work together,” said Greg Hildebrand, Director of Environmental & Permitting. “By identifying opportunities to recover additional value from existing material streams, we can support more efficient resource utilization while reducing the volume of material requiring long-term management.”

### WASTE COMPOSITION ACROSS GMA OPERATIONS IN METRIC TONS (T) 2025



### WASTE DIVERTED FROM DISPOSAL BY RECOVERY OPERATION IN METRIC TONS (T)



#### CASE STUDY

### Mineral Waste Commercialization in the United States

GMA's work to commercialize mineral by-products in the United States remains an important example of how waste minimization initiatives can support both environmental and operational outcomes.

By identifying beneficial uses for by-product materials generated through garnet processing, the business is able to reduce reliance on disposal, recover additional value from operational material streams, and support more circular approaches to resource management.

Across U.S. operations, certain mineral by-products that may historically have been classified as waste are continuing to be assessed for potential reuse, resale, or alternative commercial applications where technically and commercially appropriate. This approach supports

broader efforts to reduce landfill demand and improve overall material utilization across processing activities.

The initiative also reflects the importance of integrating waste management considerations into operational planning and process design. By improving understanding of material streams and identifying opportunities for recovery or reuse, GMA continues to support more efficient resource management practices while reducing the volume of material requiring long-term disposal.

This work forms part of GMA's broader focus on improving waste recovery, supporting operational efficiency, and advancing practical circularity initiatives across the business.

#### 5.6.3.1 Mineral By-Products

GMA focuses on opportunities to recover useful mineral by-products generated through wet and dry processing. These efforts reduce waste, support resource efficiency, and create pathways for more productive use of material that would otherwise require disposal.

#### 5.6.3.2 Waste Diverted

In 2025, GMA diverted waste from disposal through recycling, reprocessing, reuse, and recovery initiatives across its operations and customer return programs.

#### 5.6.3.3 Reprocessing

Reprocessing remains one of the clearest practical expressions of GMA's circularity model. By enabling customers to return used garnet for assessment and processing, the company can reduce waste, extend the value of the resource, and support lower-disposal outcomes for customers operating in abrasive blasting environments.

In the United States, GMA operates permitted processing facilities capable of receiving used garnet and recovering material that meets established criteria. In the Middle East, reprocessing efforts are supported through incentive-based return programs and collection arrangements that reflect regional environmental priorities and local regulatory requirements.

### REPROCESSED GARNET IN METRIC TONS (T)

	2023	2024	2025
USA	10,737	11,494	17,987
Saudi Arabia	22,333	33,141	32,541
Middle East	7,148	13,888	11,976
<b>TOTAL (metric tons)</b>	<b>40,218</b>	<b>58,523</b>	<b>62,504</b>



## CASE STUDY

### 2025 GMA Sustainability Awards

In 2025, GMA launched the Sustainability Awards to recognize customers and partners who demonstrated leadership in responsible garnet return and recycling practices. The awards celebrate contributions that support waste reduction, resource recovery, and the continued reuse of garnet across the abrasive blasting and waterjet cutting industries.

By acknowledging both innovative approaches and sustained commitment to garnet returns, the program highlights the important role customers and partners play in extending the lifecycle of garnet and advancing more sustainable practices across the industries we serve.



#### 2025 Winners

##### GMA Partner Excellence Award – Abrasive Blasting

National Industrial Gas Plants

##### Industry Leader Award – Contractor or Manufacturer

Nasser Saeed Al-Hajri & Partners Cont.Co

##### Industry Leader Award – Asset Owner

A leading Energy and Chemicals company in Saudi Arabia

##### Best New Entrant Participant Award - Abrasive Blasting

Lamprell Energy Limited

##### GMA Partner Excellence Award – Waterjet Cutting

Butler Bros

##### Industry Leader Award – Waterjet Cutting End User

Howmet Corporation

##### Best New Entrant Participant Award

A leading Infrastructure Company in the US

##### Top Global Returns Award

National Industrial Gas Plants

##### Sustainability Champion Award

KAEFER

**“By recognizing these efforts, we aim to highlight the practical steps that are making a difference - whether that’s returning garnet for recycling, refining blasting techniques to reduce abrasive consumption, or integrating sustainability into decision-making. These are real, measurable outcomes, and we are proud to partner with customers who are leading by example.”**

*Stephan Kirsch, GMA CEO*



## CASE STUDY

### Recognizing Leadership in Sustainability



*National Industrial Gas Plants (NIGP) was honored with two awards at the 2025 GMA Global Sustainability Awards – the Partner Excellence Award – Abrasive Blasting and the Top Global Returns Award.*

In 2025, GMA announced the winners of its inaugural Global Sustainability Awards, recognizing customers and distribution partners demonstrating leadership in garnet recovery, waste reduction, reuse, and sustainable surface preparation practices. The program reflects GMA's view that sustainability outcomes are strengthened through collaboration across the value chain rather than through the actions of one business alone.

The awards recognized customers who implemented practical initiatives to improve material recovery, reduce waste generation, increase reuse of garnet. The program also highlighted how partnerships between GMA, distributors, and customers can support more circular resource outcomes through recovery and reuse programs.

Award recipients represented a range of regions and operational environments, with recognized initiatives including:

- increased garnet recovery and return rates
- reduction of waste sent to landfill
- improved abrasive reuse practices
- implementation of more sustainable blasting practices

The awards also reinforced the operational and environmental value of garnet recovery programs, where used garnet can be collected, processed, and reused in appropriate applications rather than disposed of following single use. This approach supports reduced raw material demand, lower waste generation, and improved resource utilization across customer operations.

Through the Sustainability Awards program, GMA continues to encourage practical sustainability outcomes that can be implemented at site level and measured through operational performance improvements over time.



# 6.0 Social

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## 6.1 Our People

### Social

GMA's focus during 2025 is on maintaining a safe, accountable and inclusive workplace across its global operations. In 2025, the company continued developing workforce systems, leadership capability, and people practices that support operational performance, employee engagement, and long-term business resilience.

GMA's people approach remains focused on attracting, developing, and retaining employees while supporting consistent workplace standards across regions and functions. This includes ongoing focus on leadership, training, communication, employee wellbeing, and workplace accountability.

In 2025, GMA progressed broader people-related initiatives across the business, including workforce development, training systems, employee engagement, and regional alignment of workplace practices. Social topics and workforce-related considerations also formed part of the company's first formal materiality assessment, helping further inform how people-related priorities are understood across the business and its operating regions.



### Engagement

Employee feedback plays an important role in shaping how GMA strengthens culture, leadership, communication, and connection across the business. In 2025, pulse survey feedback provided an updated view of what employees are experiencing and where attention is most needed.

As part of the Jebesen and Jebesen Group's employee engagement survey in 2025, GMA's employees participated to share feedback on what is working and where focus can be directed to ensure employees are engaged in the workplace. 277 employees (or 63%) took the time to complete the survey. Regionally, 95% of our UAE employees responded, followed by KSA with 88%. Participation rates of 59% and 56% were achieved for the US and Australia respectively.

Positively our people responded that they enjoy working for

GMA, feel safe at work and leaders show a commitment to safety. Collaboration within teams to achieve outcomes was also highlighted as an area of strength.

Our people also said that they would like senior leaders to increase how and when they engage and actively recognise the work of our people.

In addition to formal feedback channels, employee-led working groups and cross-functional collaboration continued to support engagement throughout the year. These working groups create practical opportunities for employees to contribute to improvements in safety, products, logistics, customer service, marketing, and operational efficiency while also helping connect people across geographies and functions.

**Employee feedback continues to shape how we strengthen communication, leadership, and collaboration across GMA, helping us build a more connected, responsive, and engaged workplace.**

## Our Workforce at a Glance

(31 Dec 2025)



**442**

EMPLOYEES GLOBALLY

=



**39%**

AUSTRALIA (175)



**38.0%**

UNITED STATES (168)



**22.4%**

MIDDLE EAST (99)



**59**

NEW HIRES



**14.7%**

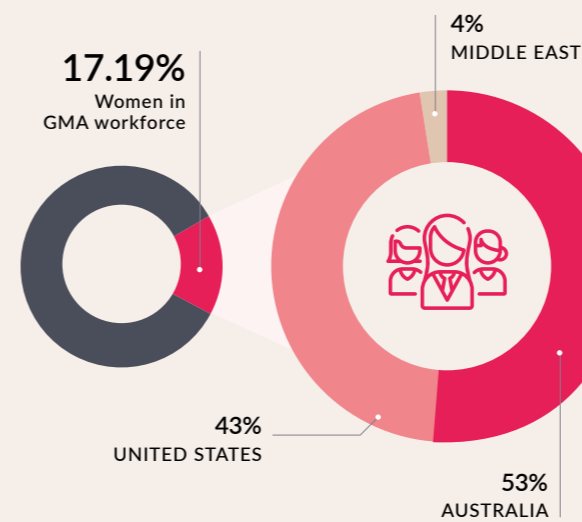
(90) VOLUNTARY TURNOVER



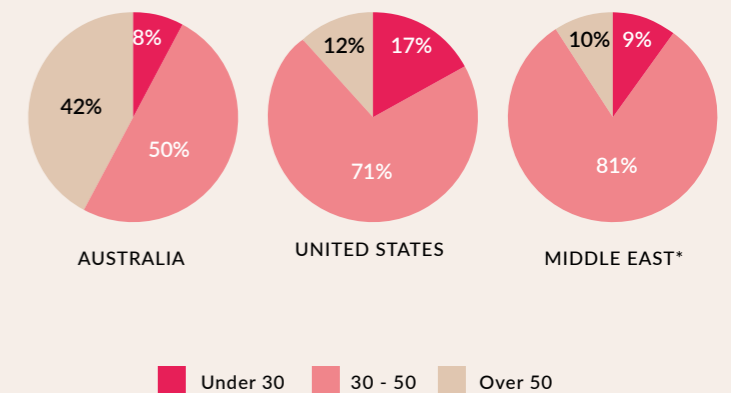
**15+**

DIFFERENT NATIONALITIES

### WORKFORCE DIVERSITY



### AGE DISTRIBUTION



## 6.2 Our Culture

Culture at GMA is shaped through action. In 2025, the company focused on leadership behaviors, team norms, transparency, and employee connection as practical components of a healthy workplace culture. Rather than treating culture as a separate initiative, GMA continued to reinforce it through routines, expectations, and leadership practice.

Executive leaders examined how their own teams were functioning, how expectations were being communicated, and how leadership behaviors contributed to a constructive and accountable workplace. This work supported better alignment with company priorities, improved visibility of expectations, and reinforced the idea that culture is a shared responsibility, shaped by both leadership and employees.

As GMA's alignment with Jebsen & Jessen deepens, cultural integration also became more visible in the business. Shared forums, reporting expectations, wellbeing conversations, and collaborative initiatives all contributed to a more connected organizational context in 2025.

### 6.2.1 Employee Relations

Fair, transparent, and compliant employment practices remain a foundation of GMA's people strategy. In 2025, the company continued to build on the employment framework work undertaken in previous years, ensuring legal obligations were met while also supporting workforce stability, clear expectations, and employee trust.

In Australia, the Enterprise Agreement finalized in the prior reporting cycle provided a more stable employment framework for covered operational employees. Across regions, employment arrangements remained aligned with local labor laws and contractual requirements, supported by region-specific policies and procedures. GMA also maintained a suite of benefits and support mechanisms intended to reinforce retention, wellbeing, and practical support for employees.

### 6.2.2 Diversity and Inclusion

Fostering a diverse, inclusive, and respectful workplace remains a priority for GMA. In 2025, the business initiatives focused on inclusive recruitment, respectful workplace behavior, workforce capability, and supporting broader participation in employment and development opportunities across its operations.

In Australia, GMA reinforced respectful workplace expectations and supporting initiatives that strengthen local employment pathways, including opportunities for Aboriginal and Torres Strait Islander peoples. Partnerships with educational institutions and community organizations also continued to support vocational development, scholarships, and industry exposure for students and emerging workers.

Our submission to the Workplace Gender Equality Agency (WGEA) reported that GMA's Australian average total remuneration gender pay gap is 28.8%. WGEA data was one of the inputs considered in determining pay increases awarded as part of the 2025 salary review process and supports making

deliberate remuneration decisions during our annual review to address gender pay disparities over time.

Across the business, employee-facing communications, recruitment language, and visual representation continued to be reviewed with inclusion and accessibility in mind. GMA also continued focusing on workforce capability and development through training, leadership support, and early career pathways intended to strengthen long-term workforce sustainability across operational and technical disciplines.

In the United States, internship and outreach activities supported awareness of careers in mining, environmental management, engineering, and related industries. Programs at the Montana operation continued providing students with practical exposure to operational environments, technical disciplines, and site-based learning opportunities.

Available Benefits <i>(31 Dec 2025)</i>	AUST			US			KSA			UAE		
	Permanent Full time	Permanent Part time	Temporary (contractor/casual worker)	Permanent Full time	Permanent Part time	Temporary (contractor/casual worker)	Permanent Full time	Permanent Part time (no part time employees)	Temporary (contractor/casual worker)	Permanent Full time	Permanent Part time (no part time employees)	Temporary (contractor/casual worker)
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	✓	✓		✓			✓			✓		
Study Support (Financial and Non-Financial)	✓	✓		✓	✓		✓			✓		
Return Travel to Home location										✓		
Health and Fitness Assessments	✓	✓										
Community Investment Participation	✓	✓		✓	✓		✓			✓		✓



#### CASE STUDY

### Building Sustainability Capability Across Global Sales Teams

In 2025, GMA focused on building internal sustainability capability across the business as governance, materiality, and customer expectations continued to evolve. As part of this work, the company identified the importance of ensuring our sales teams were equipped with a practical understanding of sustainability topics relevant to GMA, its operations, and customer conversations.

In consultation with sustainability consultants RSM, GMA delivered tailored sustainability awareness training sessions for global sales teams during the year. The sessions were designed to provide foundational understanding of sustainability and ESG concepts in a format aligned to commercial and customer-facing roles.

Training topics included:

- the evolution of sustainability and changing market expectations

- the relationship between sustainability and ESG
- climate regulations and how they impact the industry
- responsible sourcing and circularity

The training also explored sustainability topics relevant to GMA's operating jurisdictions and customer markets, supporting greater awareness of how ESG considerations are influencing industry expectations and business decision-making.

Feedback from participants was positive, with the sessions helping build broader awareness, confidence, and understanding of sustainability-related topics without being overly technical. The initiative also supported GMA's broader focus on strengthening sustainability understanding and capability across different functions of the business.





## CASE STUDY

## Operation Sunshine: Supporting Students and Families in Western Australia



In 2025, GMA's APAC team partnered with colleagues from Jebesen & Jessen Group to support Operation Sunshine WA, a volunteer-run charity assisting children entering out-of-home care and crisis accommodation across Western Australia.

As part of the initiative, employees assembled 25 backpacks containing essential school supplies and personal items to support children and families preparing for significant and often unexpected transitions. The backpacks were designed to provide practical support to children who may otherwise begin a new school year or living situation without access to basic items.

For many children and families affected by family and domestic violence, access to essential items during periods of transition can make a meaningful difference. Through Operation Sunshine WA, the initiative aimed to provide practical assistance while supporting the important work the organization continues to deliver across the community.

The activity also reflected the role employee participation can play in supporting social impact initiatives and strengthening community connection across the business.

## 6.3 Health and Safety

Health and safety remains central to how GMA operates. In 2025, the company reinforced the principle that the health and safety of our people is our highest priority, that workplace injuries are preventable, and that every person has the right to return home safely at the end of each shift.

The integration of safety, health, and wellbeing was strengthened across operations through risk management, training, hazard reporting, leadership visibility, and collaboration across regions. The Global Safety Working Group remained an important mechanism for sharing knowledge, aligning safety approaches, and supporting a more connected safety culture across the business.

## 6.4 Applying Lifesaving Rules Across Our Operations

GMA's safety culture continues to be underpinned by the Life Saving Rules, which are applied across the business as a visible and practical framework for personal accountability. In 2025, these rules were reinforced through inductions, field-level conversations, risk assessments, contractor onboarding, incident reviews, and leadership messaging.

Their importance lies in their ability to translate safety expectations into recognizable, repeatable behaviors that matter in day-to-day work.



## CASE STUDY

## Establishing a Global Safety Working Group

In 2025, the Global Safety Working Group, comprising of members from the global safety team continued to support greater alignment, collaboration, and consistency in safety practices across its operations.

The working group brings together representatives from different regions and operational areas to share learnings, discuss common risks, review incidents and trends, and support the ongoing development of safety systems and initiatives across the business. The working group also provides a forum for discussing practical improvements in areas such as risk management, field leadership, contractor management, and safety communication.

The establishment of the working group reflects GMA's focus on strengthening safety culture through shared accountability and operational engagement. It also supports broader alignment of safety expectations across regions while recognizing the different operational and regulatory environments in which the company operates.

In 2025, the working group also supported ongoing reinforcement of GMA's Life Saving Rules through discussion of field-level application, incident learnings, and approaches to improving safety awareness and personal accountability across day-to-day operations.

## 6.5 Safety Training

### 6.5.1 Safety Performance

In 2025, GMA achieved a reduction in its Total Recordable Injury Frequency Rate (TRIFR) of more than 20%, reflecting the effectiveness of our ongoing commitment to workplace safety. While our goal remains zero injuries, this improvement was supported by a continued focus on hazard identification and reporting, safety training, and the everyday safety conversations that take place across our operations.

Safety is embedded in how we work. From incorporating safety discussions into formal meetings and reporting hazards through our Skytrust safety management system, to the visible commitment and role modelling demonstrated by senior leaders, we continue to foster a workplace culture where employees are encouraged and empowered to speak up and contribute to a safer working environment for all.

### 6.5.3 Safety Training and Workforce Awareness

Safety training remained an important part of GMA's health and safety approach in 2025, supporting role competency, hazard awareness, emergency preparedness, and compliance with operational procedures across site activities. Training

#### OPERATIONAL TRAINING - SUMMARY BY REGION

Region	Training Hours
Australia	1467
United States	1331
Middle East	541

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

- site induction and task-specific onboarding
- hazard identification and risk management
- noise and atmospheric contaminant awareness
- emergency response and evacuation procedures
- first aid training
- permit-to-work systems, including isolation, lockout, and tagging processes

In addition to safety-specific training, GMA also continued delivering health and wellbeing awareness activities to support a broader culture of care, accountability, and workforce safety across the business.

### 6.5.2 Hazard Reporting

Encouraging the reporting of hazards and near misses continued to be an important focus across GMA's operations in 2025. Hazard reporting remains a key part of the company's safety approach, supporting early identification of risks, timely corrective actions, and ongoing operational learning across the business.

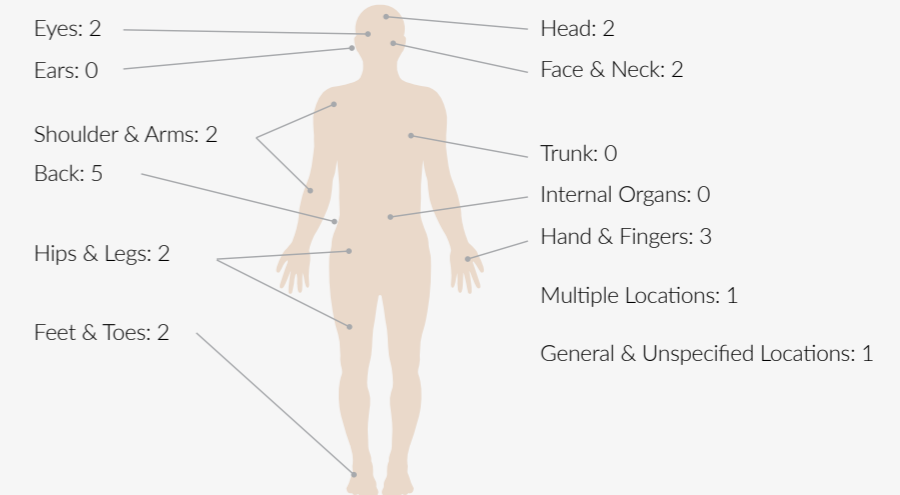
GMA continued reinforcing the importance of proactive hazard reporting through leadership engagement, field-level discussions, and site safety processes. Ongoing focus also remained on improving responsiveness, visibility, and close-out of reported hazards to support continuous improvement in workplace safety performance.

This continuous monitoring process supports safer workplaces while also enabling operational learnings and risk insights to be shared more broadly across the business.

There were no fatalities noted during the reporting period.

programs continued to align with site-specific risks, operational requirements, and regulatory obligations while reinforcing broader expectations around safe work and personal accountability.

### INJURIES BY BODY LOCATION 2025



**TOTAL: 22**

## 6.6 Psychosocial Risk Management

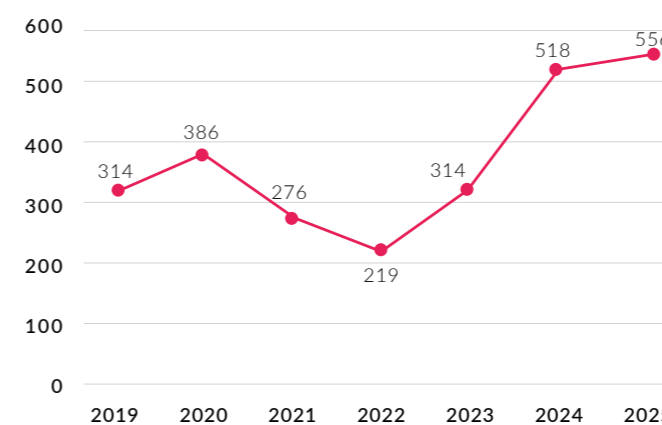
As awareness and regulatory focus on psychosocial health continues to grow, GMA continued progressing its approach to psychosocial risk management across operations in 2025. The company recognizes that workplace health and safety includes both physical and psychological wellbeing, and that factors such as workload pressure, isolation, interpersonal conflict, role ambiguity, and organizational change can affect employees if not appropriately managed.

remained focused on identifying potential sources of psychological harm and supporting appropriate workplace controls, systems, and management practices across operational environments.

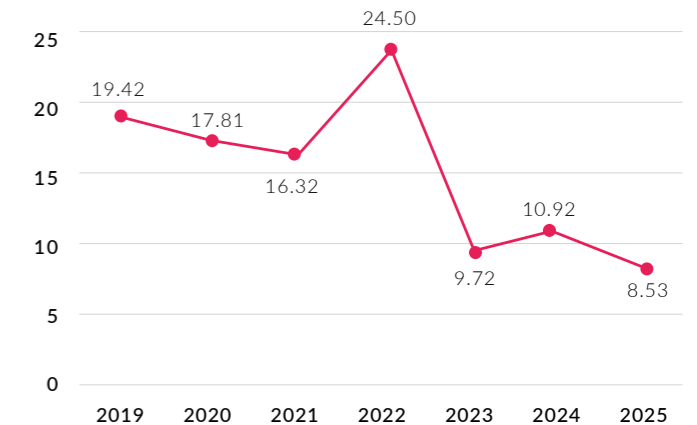
This work formed part of GMA's broader approach to supporting workforce wellbeing and maintaining safe and healthy workplaces across its global operations.

Psychosocial risk assessment and management processes

### REPORTED HAZARDS BY YEAR



### GROUP INJURIES TRIFR





In 2025, 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.

## 6.7 Employee Wellbeing

Supporting employee wellbeing remains a core component of GMA's approach to operational sustainability. In 2025, the company continued focusing on mental and physical health, work-life balance, fit-for-work processes, and access to support services intended to help employees remain healthy, safe, and engaged across operational and office environments.

GMA's wellbeing approach continued to include Employee Assistance Programs (EAPs), rehabilitation support following workplace injury or illness, flexible work arrangements where appropriate, health and wellness initiatives, fitness and medical assessments, and leadership awareness relating to health and wellbeing matters.

### Fit-for-Work Programs

Fit-for-work assessment processes remained in place for roles involving medium to high physical demands. In Australia, this included pre-employment medical assessments and periodic reassessments for relevant operational positions to support workforce safety, injury prevention, and role suitability over time.

### Engagement and Continuous Improvement

Employee feedback and workforce engagement continued informing wellbeing initiatives, communication approaches, and return-to-work processes across the business.

As GMA continues to align with the Jepsen & Jessen Group, opportunities remain to further integrate broader Group wellbeing initiatives and expectations.

**“Supporting employee wellbeing remained a core part of GMA’s approach to operational sustainability, with ongoing initiatives focused on mental and physical health, work-life balance, and access to support services that help employees stay healthy, safe, and engaged.”**

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 assessments, 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

GMA recognizes that procurement and supplier engagement can contribute to stronger regional economies and more inclusive business practices. In 2025, the company remained focused on creating opportunities for local and Indigenous businesses where possible, while continuing to strengthen alignment between procurement practices and broader sustainability considerations.

Across operations, purchasing decisions continued to consider both commercial and community factors, with ongoing focus on supporting regional suppliers and local business participation.

In the Middle East region, spending with local businesses accounted for more than:

- **21%** (2024: 19%) in the Kingdom of Saudi Arabia and
- **33%** (2024: 24%) in the United Arab Emirates.

In Western Australia, GMA recognized there is further opportunity to strengthen procurement through Mid-West businesses and local suppliers as part of its broader regional engagement approach.

The Supplier Qualification Assessment Criteria introduced previously also remained an important tool in 2025, supporting the integration of social, environmental, and economic considerations into supplier evaluation processes across the business.

GMA continues to develop opportunities to further strengthen consistency and alignment across regions while supporting supplier partnerships that deliver both operational value and broader community benefit.

## 6.9 Recognizing Cultural Heritage in Australia

GMA's operations in Geraldton and Port Gregory are located on the lands of the Southern Yamatji People and the Hutt River Yamatji People respectively. GMA acknowledges their enduring connection to Country, water, and culture, and recognizes the importance of protecting cultural heritage while building respectful, long-term relationships with Traditional Owners and representative bodies.

In 2025, GMA continued to manage cultural heritage through its Clearance and Ground Disturbance Permit system, heritage monitoring processes, consultation arrangements, and employee awareness requirements. These systems help ensure that activities with the potential to affect cultural heritage are appropriately assessed and, where needed, monitored by nominated representatives and consultants in consultation with the relevant parties.



### CASE STUDY

## NAIDOC Week

### – Auspire Aboriginal Cultural Awareness Workshop, Perth



In 2025, GMA recognized the 50th anniversary of NAIDOC Week in Australia, joining the national celebration of the history, culture, and achievements of Aboriginal and Torres Strait Islander peoples.

Across the business, activities focused on cultural awareness, community connection, and recognition of Traditional Owners connected to GMA's operations and workplaces.

At GMA's Perth headquarters, employees from a range of functions participated in an Aboriginal Cultural Awareness Workshop delivered by Auspire. The session supported broader understanding of Aboriginal perspectives, cultural protocols,

and the importance of respectful engagement and reconciliation within workplace environments.

At GMA's Midwest operations in Geraldton and Port Gregory, teams participated in Welcome to Country ceremonies delivered by Elders representing the Southern Yamatji People and Hutt River People. The events also included a bush tucker morning tea supplied by a local Indigenous-owned business.

The activities formed part of GMA's broader commitment to cultural awareness, respectful engagement, and supporting stronger relationships with local communities and Traditional Owner groups connected to the regions in which the company operates.

GMA Port Gregory site (2024)



## 6.10 Community Investment and Engagement

Supporting the communities in which GMA operates remains an important part of the company's sustainability approach. Guided by its Corporate Social Responsibility Statement of Intent and Community Engagement Strategy, GMA seeks to build respectful relationships, support local priorities, and contribute in ways that are practical and relevant to regional contexts.

GMA's community approach continues to be guided by six focus areas:

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

Since 2021, GMA has invested more than **AUD \$1.64 million** in community initiatives, partnerships, educational programs, employee-led activities, and regional engagement efforts across its global operations. Community investment in 2025 totalled **AUD \$294,673**, continuing GMA's long-term commitment to creating positive social outcomes in the regions where it operates.

Global Community Investment (AUD)



TOTAL SINCE 2021:  
**\$1,642,835**



In 2025, community investment continued across Australia, the United States, and the Middle East through a combination of employee-led participation, local partnerships, educational support, community engagement activities, and region-specific initiatives.

The company also continued focusing on improving alignment between community investment activities and broader sustainability objectives, including local participation, workforce development, wellbeing, and regional engagement priorities.

### Supporting Education, Innovation and Industry Development

In 2025, GMA expanded its collaboration with educational and research institutions to support innovation, skills development, and long-term industry capability. These collaborations reflect GMA's broader approach to supporting industry knowledge-sharing, applied research, and future-focused development opportunities.

GMA also participated in industry showcases and educational engagement activities, including regional events designed to encourage awareness of career pathways in mining, manufacturing, sustainability, and industrial technologies.

These initiatives provided opportunities for employees to engage directly with students, educators, and local communities while supporting broader workforce development objectives.



### Employee-Led Community Participation

Employee participation remained an important component of GMA's community engagement activities during 2025. Across multiple regions, employees contributed to locally organized charitable activities, volunteering opportunities, wellbeing initiatives, and fundraising efforts that reflected local community priorities and strengthened team engagement.

Programs such as food donation and community support initiatives in Australia continued to encourage employee involvement in practical community-based activities, reinforcing GMA's values of care, teamwork, and social responsibility.

### Strengthening Regional Relationships

GMA's approach to community engagement recognizes that community priorities differ across regions and operational contexts. Throughout 2025, GMA maintained engagement with local stakeholders, community groups, educational institutions, industry bodies, and regional partners to help ensure activities remained locally relevant and aligned with operational and sustainability priorities.

This included ongoing engagement in areas connected to workforce participation, cultural awareness, local employment, and industry collaboration. Across all regions, GMA focuses on building long-term relationships based on transparency, respect, and shared value creation.





## CASE STUDY

### Inspiring Future Talent in the Middle East

As part of its community engagement and capability development activities in Dubai, United Arab Emirates, GMA Middle East hosted students from Raffles World Academy (RWA) to provide exposure to industrial operations, sustainability practices, and career pathways connected to the resources sector.

Students were introduced to the role of garnet in industrial applications and observed key operational processes including processing, packaging, quality assurance, and abrasive blasting activities. The visit also provided broader insight into GMA's approach to resource use, recycling, and operational sustainability.

The initiative reflected GMA's ongoing focus on supporting education and industry awareness through engagement with local schools and educational institutions across its operating regions. By connecting students with practical operational environments, the program helped strengthen understanding of technical disciplines, industrial processes, and sustainability considerations relevant to the sector.



## CASE STUDY

### Investing in the Communities that Host Us

In 2025, GMA invested more than AUD \$47,000 across the Mid-West region of Western Australia through sixteen community partnerships supporting health, education, culture, sport, and regional events. The program reflects GMA's commitment to contributing to the wellbeing and resilience of the communities where employees live and work.

Key initiatives included continued support for the Yellow Ribbon Foundation's suicide prevention and mental health programs, Melanoma March 2025, and the Lions Cancer Institute's Special Children's Big Day Out.

GMA also invested in local education and workforce development through the Central Regional TAFE Scholarship Program, the Geraldton Universities Centre Scholarship Program, and sponsorship of the MEEDAC Expo, helping support regional students, training pathways, and local employment opportunities.

Support for the YSRC NAIDOC Celebration 2025 reflected GMA's ongoing commitment to meaningful engagement with First Nations communities and recognition of the cultural heritage of the Yamatji people.

Grassroots sporting clubs and regional events also remained an important focus, with support provided to organisations including Northampton Football Club, Chapman Athletic Soccer Club, Kalbarri Cricket Club, and community events such as the Northampton Agricultural Show and Sunshine Festival.

Together, these initiatives contributed to stronger regional connections, community participation, and long-term social value across the Mid-West region.

## 7.0 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 2025 – 31 December 2025 with reference to the GRI Standards.

**GRI 1 used** GRI 1: Foundation 2021

**Reporting Year** 2025

Disclosure Number	Disclosure Title	Location or Explanation	Omissions and clarification
<b>GRI 2: General Disclosures 2021</b>			
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 8) Report coverage (page 10)	
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 46)	
2-9	Governance Structure and Board and Committee Composition	Governance Structure (page 20)	
2-23	Policy Commitments	Code of Conduct and Ethical Business Practice (page 18) Whistleblower Policy (page 18) Modern Slavery (page 19)	
2-27	Legal / Regulatory Compliance	Legal / Regulatory Compliance (p21)	
2-30	Collective bargaining agreements	Employee Relations (page 48)	
<b>GRI 205: Anti-corruption 2016</b>			
205-1	Anti-corruption	Whistleblower Policy (p18)	Information on communication and training related to anti-corruption policies not reported.
<b>GRI 3: Material Topics 2021</b>			
3-1	Process to determine material topics	Materiality and Data Development (page 8)	
3-2	List of material topics	Report coverage (page 10)	
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
<b>GRI 3: Air quality and dust management 2021</b>			
3-3	Management of air quality and dust	Air Quality and Dust Management (page 26)	
<b>GRI 302: Energy 2016</b>			
302-1	Energy consumption within the organization	Energy Use (page 29)	Fuel sources reported, however fuel consumption in joules not reported.
302-2	Energy consumption outside the organization	Not included in this report	Energy consumed outside the organization not yet measured
302-3	Energy intensity	Not included in this report	Energy intensity not yet calculated
302-4	Reduction of energy consumption	Not included in this report	Energy reduction not yet measured
302-5	Reductions in energy requirements of products and services	Not included in this report	Energy reduction not yet measured
<b>GRI 305: Emissions 2016</b>			
305-1	Direct (Scope 1) GHG emissions	GHG Emissions (page 29)	
305-2	Energy indirect (Scope 2) GHG emissions	GHG 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 Profile and Emissions Intensity (page 29)	
305-5	Reduction of GHG emissions	Not for disclosure	
306-6	Emissions of ozone-depleting substances (ODS)	Not for disclosure	
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Not for disclosure	
<b>GRI 3: Land Management and Rehabilitation 2021</b>			
3-3	Management of land and rehabilitation	Land Management and Rehabilitation (page 32)	
<b>GRI 303: Water and Effluents 2018</b>			
303-1	Interactions with water as a shared resource	Water Management (page 34)	
303-2	Management of water discharge-related impacts	Not included in this report	Information unavailable
303-3	Water withdrawal	Water Management (page 34) - 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 discharge data is collected, but not included for reporting.	
303-5	Water consumption	Water Management (page 34) - water consumption is referenced qualitatively	

Disclosure Number	Disclosure Title	Location or Explanation	Omissions and clarification
<b>GRI 306: Waste 2020</b>			
306-1	Waste generation and significant waste-related impacts	Waste Management (page 38)	
306-2	Management of significant waste-related impacts	Our Approach to Mineral By-Products, Waste Minimization, and Recycling (page 38)	
306-3	Waste generated	Waste Management (page 38)	
306-4	Waste diverted from disposal	Our Approach to Mineral By-Products, Waste Minimization, and Recycling (page 38)	
306-5	Waste directed to disposal	Waste Management (page 38)	
<b>GRI 403: Occupational Health and Safety 2018</b>			
403-1	Occupational health and safety management system	Strength through Certification (page 21) Safety Training (page 52)	
403-2	Hazard identification, risk assessment, and incident investigation	Hazard Reporting (page 52) Safety Training and Workforce Awareness (page 52)	
403-3	Occupational health services	Safety Training (page 52)	
403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety (page 51) Safety Training (page 52)	
403-5	Worker training on occupational health and safety	Safety Training (page 52)	
403-6	Promotion of worker health	Employee Wellbeing (page 54)	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Wellbeing (page 54)	
403-8	Workers covered by an occupational health and safety management system	Not included in this report	Confidentiality constraints
403-9	Work-related injuries	Safety Training (page 52)	
403-10	Work-related ill health	Psychosocial Risk Management (page 53) Employee Wellbeing (page 54)	
<b>GRI 3: Employee Wellbeing</b>			
3-3	Management of employee wellbeing	Employee Wellbeing (page 54)	
<b>GRI 3: Indigenous and Local Business Engagement</b>			
3-3	Management of Indigenous and Local Business Engagement	Local Business (page 56)	
<b>GRI 3: Cultural Heritage in Australia</b>			
3-3	Management of Aboriginal Cultural Heritage	Recognizing Cultural Heritage in Australia (page 56)	

Disclosure Number	Disclosure Title	Location or Explanation	Omissions and clarification
<b>GRI 3: Community / Social Investment Engagement</b>			
3-3	Management of Community / Social Investment Engagement	Community Investment and Engagement (page 58)	
<b>GRI 401: Employment 2016</b>			
401-1	New employee hires and employee turnover	Our Workforce at a Glance (page 46)	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Culture (page 48)	
401-3	Parental leave	Our Culture (page 48) - referenced as part of employee benefits	Data is collected, detailed provision in report prohibited due to confidentiality constraints
<b>GRI 404: Training and Education 2016</b>			
404-1	Average hours of training per year per employee	Our Culture (page 48) Safety Training (page 52)	
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Wellbeing (page 54) - qualitative reference	Information unavailable
404-3	Percentage of employees receiving regular performance and career development reviews	Not for disclosure	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>			
405-1	Diversity of governance bodies and employees	Diversity and Inclusion (page 48) - qualitative reporting	Confidentiality constraints
405-2	Ratio of basic salary and remuneration of women to men	Not for disclosure - WGEA report is referenced on page 48	Confidentiality constraints

## 2025 Highlights



### First Formal Materiality Assessment (p. 8)

Completed GMA's first formal materiality assessment, helping identify and prioritize the ESG topics most relevant to our operations, stakeholders, and long-term business priorities.



### 48% Renewable Energy Penetration (p. 29)

Renewable energy increased from 42% to 48% of GMA's energy mix, supported by the wind, solar, and battery energy storage system at Port Gregory.



### Water Stewardship Across Operations (p. 34–37)

Continued to strengthen water management through monitoring, permit compliance, water recycling systems, and improvements to site-level water reporting and governance.



### 2.08 km<sup>2</sup> Rehabilitated at Port Gregory (p. 32)

Progressive rehabilitation activities continued, bringing the cumulative rehabilitated area at Port Gregory to 2.0834 km<sup>2</sup> and supporting long-term ecosystem recovery.

### 1.79 Million Tonnes Recovered or Reused (p. 38)

Achieved approximately 1.79 million tonnes of recovered or reused material through recycling, reprocessing, mineral waste recovery, and circular resource initiatives.





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