



GLOBAL
ADVANCED METALS

ESG UPDATE

JUNE 2025



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INTRODUCTION

At Global Advanced Metals (GAM), we strive to be the partner of choice in all areas of environmental, social, and governance (ESG), for our employees, our customers and our communities. From our leadership team to our people on the front lines, excellence in ESG is our shared goal. It is integral to our business, embedded in our core values, and enables us to generate value for our stakeholders ethically and sustainably.

This 2025 refresh of our inaugural 2023 ESG Update provides our stakeholders with insight into our approach to sustainability and our performance across those areas of ESG that are the most important to us, and that we believe are also priorities for our stakeholders. We invite you to read the following pages to better understand the work we do to contribute to, and protect, the health and safety of our people, our environment and the local communities in which we operate.

Global Advanced Metals at a Glance

GAM’s Core Values:

-  **INTEGRITY:** we act ethically, speak honestly, and inspire trust by matching our behaviors to our words, and taking ownership for our actions.
-  **RESPECT:** we show consideration for people of all cultures, we act with fairness, and we strengthen our relationships through an open exchange of communication.
-  **INNOVATION:** we encourage new ideas and foster continuous improvement through a collaborative culture that builds on the creativity and commitment of our people around the globe.
-  **RESPONSIBILITY:** we have an unwavering commitment to the safety of our people, quality of our work, and sustainability of our supply and production; and we strive for excellence in all that we do for our stakeholders.





GAM’s Vision

Leadership in enabling our customers to improve everyday life.

GAM’s Mission

We work safely, with ingenuity and relentless attention to details. Our high-quality work quietly touches everyday life. Because of what we do, planes fly efficiently, people and machines are connected more reliably, cars are safer, defenses are stronger and medical treatment is enhanced. Through our innovation and stable supply chain, we enable our customers to design and build products that improve the quality of life.

We support the United Nations (UN) Sustainable Development Goals (SDGs) to which we have mapped our core values. This mapping supports our contribution to achieving Prosperity and Peace through meaningful Partnerships aimed at fostering effective management of People, and optimal utilisation of natural and environmental resources (Planet).

GAM Values and UN SDGs Mapping				
Core Values	Priority	Topic	Prioritized SDGs	How GAM Can Impact SDGs
Integrity	Ethical treatment of our stakeholders	<ul style="list-style-type: none"> Ethics Reverence Quality 		<ul style="list-style-type: none"> Building trusting relationships with all internal and external stakeholders Reverence for the environment to support the needs of future generations Commitment to quality that complement sustainable business management
Responsibility	Commitment to safety and responsible business practices	<ul style="list-style-type: none"> Safety Health Human Rights (corporate approach) 		<ul style="list-style-type: none"> Employees safety and well-being is core to our value system Continued education initiatives for employees and community Respectful engagement with local communities for holistic solution to issues
Innovation	Leading with Innovation	<ul style="list-style-type: none"> Product innovation Responsible Production Resource Management GHG Emission 		<ul style="list-style-type: none"> Innovative technologies supportive of efficient resource consumption including energy Circular supply chain to promote recycling Water, dust and waste management programs Develop program to manage applicable GHG
Respect	Strength through governance and relationship	<ul style="list-style-type: none"> Responsible Sourcing/ Production and Due Diligence Conflict-free material Industry partnership 		<ul style="list-style-type: none"> Procurement practices that minimize social and environmental impacts Leadership in conflict-minerals compliance Governance oriented industry partnership

About Us

GAM is one of the world’s leading suppliers of tantalum and tin products. We produce conflict-free tantalum and tin products at our Greenbushes, Australia, Pennsylvania, USA and Aizu, Japan plants for a range of industries, including electronics, aerospace, automotive, medical, additive manufacturing and chemical processing in Asia, North America and Europe. To learn more about our business, visit our [website](#).

Map of Operations



WODGINA:

GAM owned primary tantalum concentrate is extracted as a co-product of lithium mining by Mineral Resources Limited. This primary concentrate is transported to GAM’s secondary processing facility in Greenbushes for upgrading.



GREENBUSHES:

Secondary processing plant where GAM owned primary tantalum concentrate is extracted as a co-product of lithium mining by Talison Lithium Pty (Talison). GAM also makes tin ingots at this facility.



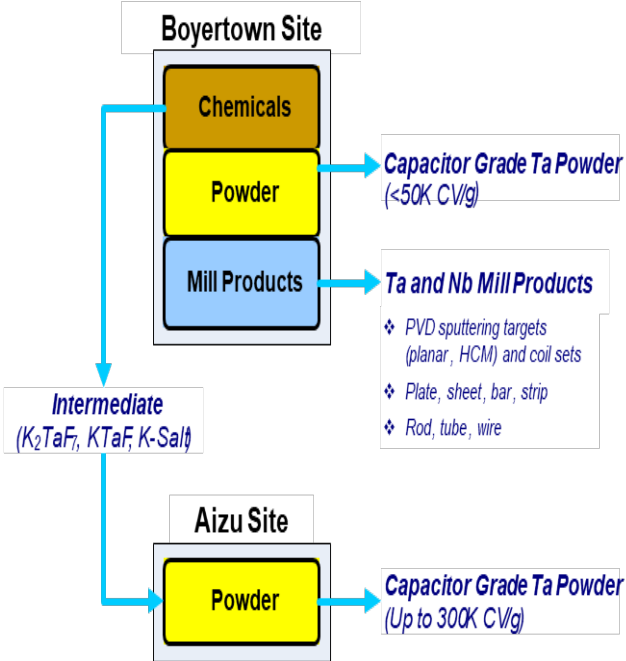
BOYERTOWN, PA USA:

Tantalum ore and scrap are processed into potassium heptafluorotantalate (K_2TaF_7), and later tantalum powders and metallurgical products.



AIZU JAPAN:

KTaF received from Boyertown facility in the USA is processed into tantalum powders.



Key facts

- Over 400 direct and indirect employees worldwide, over 95% hired from within local communities where we operate.
- 100% of production from ISO-certified operations for quality and environmental management.
- Pioneer and leading supporter of the Responsible Minerals Initiative (RMI) and conformance with the Responsible Minerals Assurance Process (RMAP): GAM was the first smelter of any minerals to be audited and declared conflict-free (conformant) to the Conflict Free Smelter Program—CFSP (now RMAP of the RMI) audit protocol in 2010. Our Aizu and Boyertown maintain that status. In 2024, GAM Greenbushes, Australia site was also declared conformant to RMI-RMAP tin audit standard.
- 100% of our total production conforms to RMI-RMAP tantalum and tin standards



2024 Tantalum RMI RMAP Aizu Recognition Certificate.pdf



2024 Tantalum RMI RMAP-Boyertown Recognition Certificate.pdf



Tin Greenbushes Recognition Certificate.pdf

- ISO certifications: all three sites in Australia, Japan and USA hold different ISO certifications



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ISO9001認証書E,20 210207.pdf



MESSAGE TO STAKEHOLDERS

Our Approach to Sustainability /Our ESG Priorities

GAM takes a multi-faceted approach to sustainability. It begins with our company-wide culture of safety, health and environmental (SHE) excellence and a sharp focus on protecting the health and safety of our people, our environment, and our local communities.

Our strategic priorities and goals extend beyond compliance. ESG and sustainability are integrated into business operations and decision-making process across the company, as well as key elements in helping to mitigate risks and realize cost efficiencies.

Our corporate *Safety, Health and Environmental Policy* embodies our principled approach to sustainability and our commitment to excellence. A shared accountability across the company, the Policy outlines our vision and SHE Principles. Together, with our [Code of Conduct and Business Principles](#) and our [Supplier Code of Conduct](#), they represent our framework of corporate policies and commitments that guide our behaviour and set forth our expectations of those with whom we do business.

To support our program, we also embrace internationally recognized standards across a range of ESG and sustainability frameworks, which inform and drive our strategy and actions.



July 2024

Safety, Health and Environmental Policy

Global Advanced Metals (GAM) is committed to achieving Safety, Health, and Environmental excellence and expects the same level of commitment from those with whom we do business. We believe that all SHE incidents are preventable and that this prevention begins with personal accountability. We have accountability to the communities in which we operate and we will meet the expectations of applicable regulations and requirements that govern our operations.

The following five (5) principles will guide us in our journey of continued SHE excellence:

- **Planning and Action** - We will establish a long-term strategic approach to SHE. Our actions, through structured planning, will be guided by our strategy, performance, and emerging issues.
- **Protect and Preserve** - We will design and operate our facilities to avoid adverse impacts on people, property and the environment to ensure all workers at our facilities are provided with the necessary resources and training to safely perform their duties while identifying and addressing hazards.
- **Partner Responsibly** - We will seek to establish key relationships with those that share our vision of SHE Excellence and who source materials and services in a responsible manner.
- **Communicate Openly** - We will openly and honestly share all pertinent SHE information about our products, facilities, expectations and performance with our stakeholders.
- **Continuously Improve** - With the input of our employees, vendors, customers and community partners, we will regularly review and advance our SHE expectations and the safe conduct of our operations.

Andrew O'Donovan
Chief Executive Officer

Jeff Hussar
VP of Global Operations
GAM Technology

Ryan Clement
Chief Operations Officer



SHE Policy.pdf

Standards and Frameworks

Together with GAM's policy framework, our sustainability strategy is reinforced by a range of recognized frameworks and standards, which help ensure that the minerals for products we provide are responsibly and ethically sourced. We meet or exceed internationally recognized global standards for quality and responsible minerals trade.

We are active members of the Responsible Minerals Initiative (RMI) under the umbrella of the Responsible Business Alliance (RBA), which is a cornerstone of our business. GAM's ESG and sustainability program, is fundamental to our customers. Other ESG and sustainability initiatives to which we are committed include:

- Responsible Minerals Initiative (RMI) ESG Standards
- Extractive Industries Transparency Initiative (EITI)
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict -Affected and High-Risk Areas
- United Nations Sustainable Development Goals (SDGs)
- Public-Private Alliance for Responsible Minerals Trade (PPA)
- OSHA Safety Voluntary Protection Program (VPP)

Our ESG Priorities – Understanding our Material Issues

As part of our commitment to continuously improve and advance our sustainability-ESG strategy, we conducted a materiality assessment to help better define the ESG topics that we believe matter the most to GAM's business and stakeholders.

The assessment considered the ESG matters that are strategic and relevant to inform GAM's future reporting. To support our strategy, several options were considered, including:

- Compliance and meeting regulatory requirements
- Market-driven, specifically customer and stakeholder expectations
- Engagement and opportunities to expand GAM's understanding of ESG through partnerships
- ESG and sustainability reporting frameworks, including the [Value Reporting Foundation's Sustainability Accounting Standards Board](#) and the [Global Reporting Initiative Standards](#)
- Future-driven aspects of ESG to support leadership in GAM's ESG/Sustainability initiatives through further integration into business practices

As a privately held company, we also reviewed the differing disclosure expectations for private vs. public companies to inform our reporting priorities.

Facilitated by an independent third party, we completed a comprehensive assessment that examined all ESG categories across a range of protocols and guidelines. A baseline of over 600 topics/standards were compiled for the assessment. Working with a cross-functional team of managers and senior leaders from across the company, we undertook a prioritization exercise, resulting in a priority focus on nine material ESG topics to drive our strategy and reporting. Our ESG priorities include:

Environment

- GHG Emission and Energy Strategy
- Waste Management Program – Recycling and Circular Economy
- Responsible Production and Resource Management – Responsible Production Program

Social

- Occupational and Community Health and Safety
- Respecting Human Rights – Human Rights Corporate Approach

Governance

- Reporting and Regular Reviews; Corporate Vision and Mission; ESG Integration into Business Operations
 - High Level Commitment to ESG/Sustainability
 - Governance and Transparency Centre
 - GHG emission and Energy Strategy
 - Responsible sourcing and due diligence

Looking ahead, and building upon our strong compliance record, these material topics continue to be integrated into our ESG strategy, implementation plan and will inform our future reporting.

Managing ESG Risks

GAM maintains a global risk register to help ensure that material risks facing the company are identified, mitigated, and managed, including those pertaining to ESG. Across three categories (financial, strategic, and operational), risks are scored and ranked based on a set of criteria pertaining to predictability, business impact, probability of occurrence and overall risk tolerance.

GAM's "Risk Statement" guides our Enterprise Risk Management (ERM), including our forward-looking risk appetite, informing our risk mapping to our core values and compliance responsibilities, environment, safety and culture. Our ERM also aims at balancing our risk exposure in the context of our strategic business objectives and annual business plan. The result is a comprehensive risk registry reviewed annually by the Audit and Risk Committee of our Board of Directors and reported on to the Board of Directors.

At the corporate level, management's responsibility for our ERM resides with the Executive Committee and at the site level with the Vice President of Operations.

Our ERM is tied to globally recognized ISO standards for quality and environmental management. It plays an essential role in helping GAM ensure that our compliance obligations are met and our commercial and environmental risks are managed properly.

Our principal processing refineries are focused on quality. All of our refining/processing facilities are ISO 9001 certified.

Our Aizu plant and Greenbushes processing facility have maintained ISO 14001 environmental certification since 1999 and 2001 respectively. This helps to ensure that we manage and mitigate environmental risks through best practice environmental management systems.

To combat and mitigate cyber risk exposure, we have implemented a corporate Cybersecurity Risk Management (CRM) framework, which includes anti-fraud teams, top management, IT personnel, technology platforms, and frontline employees following industry best practices.

The CRM and ERM support our Business Continuity Plan (BCP). The BCP aims to guide GAM's business area owners in the event of a significant emergency or business disruption, to minimize the impact of an emergency or business interruption, and facilitate a safe and expeditious resumption of our business operations.

Our strong quality management system, SHE programs, and our priority focus on conflict free-minerals compliance and responsible sourcing, are vital to managing ESG risks across the company. Our Aizu and Boyertown (BTN) plants produced the first of any minerals to be declared conflict-free in 2010 and they have both consistently maintained their important RMI-RMAP conformant status through successful yearly audits. Our Greenbushes, Australia plant was also audited and declared RMI-RMAP conformant in 2024.

As we advance our ESG strategy, our goal is to further integrate ESG considerations into the ERM process, including ensuring that ESG topics are factored into GAM's global risk registry.

ENVIRONMENTAL STEWARDSHIP

Environmental stewardship is a cornerstone of our ESG strategy. Our *Safety, Health and Environmental Policy* embeds our company-wide commitment to protect and preserve the environment from the initial design of our facilities to their operation.

We strive for excellence across all areas of environmental performance. We proactively identify and manage our environmental risks. Our formal SHE strategy and cyclic three-year planning process requires our sites to set objectives, measure performance, and track and report their progress.

To help meet these expectations, GAM's document control system helps ensure environmental procedures are managed effectively, controls are in place to ensure consistency, and a Corrective Action Report (CAR) incident reporting system allows us to track and manage non-conformances and the actions taken to address them. We are continuously working to improve our environmental control systems.

Our environmental management systems (EMS) are either certified or aligned with the leading ISO 14001 standard for exemplary environmental management at our various sites. Our processing facilities at the Greenbush mine and our Aizu processing refinery have maintained ISO 14001 certification since 2001 and 1999, respectively.

Across all of our sites, we prioritize compliance with all applicable, laws, regulations and permits. For example, our Boyertown site has established business practices in place, including written compliance programs and plans, employee training, monitoring and record keeping, and a compliance calendar. Compliance-related activities are integrated into our operating processes.

In 2024, the Boyertown, Greenbushes, and Aizu facilities had zero (0) incidents of non-compliance with environmental regulations/permits and no fines.

Historically, GAM's environmental strategy has focused primarily on three key areas of air quality, water stewardship, and waste management. As we continue to advance our ESG strategy and environmental programs, we will be sharpening our focus to better align with our materiality assessment in the critical areas of GHG Emission and Energy Strategy, Waste Management - Recycling/Circular Economy and Responsible Production and Resource Management – Responsible Production Program.

Air Quality

Across our sites, we identify, monitor and manage our priority air emissions (including sulphur oxides, nitrogen oxides, particulates, metals emissions and ozone depleting substances) to help ensure compliance with permits and regulations in each jurisdiction we operate.

The Boyertown facility operates under a State of Pennsylvania Operating Site Permit. For the Boyertown facility, emissions such as Nitrogen Dioxide (NO_x), Hydrofluoric Acid (HF), and Particulate Material (PM) are generally consistent year on year with some variation due to weather (NO_x) and production rates.

For over ten years, Boyertown has met its compliance obligations, reporting no material deficiencies or violations of its operating permits.

The Pennsylvania Department of Environmental Protection has classified the Boyertown facility as a major consumer of Methyl Isobutyl Ketone (MIBK). MIBK is a major source of Volatile Organic Compound (VOC). To manage and reduce VOCs, the facility has made steady improvements in the efficiency of its MIBK recovery system; thus despite production increase, the facility has stabilized its VOC emissions levels and enhanced its MIBK recovery system to nearly 90%.

Additionally, the Boyertown facility has no active Ozone Depleting Substance (ODS) management program. ODS are replaced and upgraded to non-ODS as they reach the end of their service life.

GAM Greenbushes operates under a State Environmental Licence issued by the Department of Water and Environmental Regulation (DWER), which stipulates air emission quality. GAM Greenbushes and Talison Lithium have in place a shared services agreement covering environmental management and certification, statutory environmental reporting, and land management. GAM Greenbushes reports air emission data every quarter via this agreement. The Greenbushes facility has had no material deficiencies or violations of its environmental license. Additionally, GAM Greenbushes has no active ODS management program.

The Aizu Plant operates in compliance with the Air Pollution Control Act. The Aizu Plant has remained in compliance with this law since its enactment in Japan.

The Aizu facility manages ODS and GHG in accordance with the Fluorocarbons Emission Control Law and has remained compliant with this law since it came into effect. Under this law,

when removing equipment that uses fluorocarbons as refrigerants, the plant prevents the release of refrigerant gases into the atmosphere and also conducts periodic inspections of equipment in use to ensure that there are no fugitive ODS emissions.

Water Stewardship

Our priority is to be a responsible steward of the water we share through operational efficiencies and conservation. At a minimum, our goal is to ensure compliance with regulations and permits pertaining to water quality across our sites.

The Boyertown facility operates a permitted wastewater treatment plant. The facility operates under a National Pollutant Discharge Elimination System (NPDES) wastewater discharge permit. This permit was successfully renewed in 2022. As part of the permit renewal, the applicable regulatory authority established numerical limits for arsenic (As) and antimony (Sb). The facility is currently engaged in a long term, broad treatability study to determine what, if any, technologies might be required to further reduce As and Sb from the wastewater streams and enhance ongoing compliance.

The Greenbushes site operates strictly on recycled water (process water) from a holding dam (Tin Shed Dam) which is regulated by the Department of Water and Environmental Regulation (DWER) under a site Environmental Licence. GAM Greenbushes does not have any wastewater disposal. Downstream monitoring bores are installed to monitor the quality of water seepage from the dam. The process water is recycled back to the dam via a water treatment facility to remove arsenic. The only consumption of water on the Greenbushes site is potable water, which is for use in ablution facilities.

At the Aizu facility, wastewater is treated by a treatment plant that is regulated by the Fukushima Prefectural Aizu Regional Development Bureau Environment Division and approved by the Fukushima Prefectural Governor. The facility regularly monitors water quality of the holding tank before it is discharged and confirms that it meets current wastewater standards. In addition, water quality monitoring is also periodically performed by the Fukushima Prefecture Aizu Promotion Bureau Environment Division. Wastewater is automatically retained when parameters (e.g. pH, fluorides, and suspended solids) exceed internal standards.

Waste Management

A high percentage of the tantalum ore we process is recovered from a waste stream co-product from hard rock lithium mining in Western Australia. This embodies our efforts to intelligently and consciously use the available global tantalum resources.

Furthermore, the purchase and recovery of scrap as part of our supply chain represents 20% to 30% of the tantalum we use. This material diverted from waste streams and reused, contributes significantly to our efficient use of natural resources goal.

Across our operations, we make every effort to minimize the amount of waste generated, relying on our waste management standards and programs to safely manage mineral wastes, including tailings, as well as hazardous and non-hazardous solid wastes produced. Robust recycling

programs are in place at all locations and are playing a critical role in reducing scrap metals. The following are some of the initiatives we have in place:

- As part of its ISO 14001 certification, Aizu's commitment to waste reduction and recycling are embedded in our Environmental Policy and relevant management standards. The environmental management system stipulates that environmental impact assessments be conducted, and the volume of waste is evaluated. In addition, fluorine discharged from production activities is removed from wastewater as calcium fluoride (CaF₂). CaF₂ containing high concentrations of fluorine is subsequently recycled and regenerated as hydrofluoric acid.
- Greenbushes is managing its own waste removal and is fully participating in the promotion and recycling of materials and exploring opportunities on how waste is used and re-used as part of its waste and recycling program. The major site for waste removal for Greenbushes is the Tellus Sandy Ridge Intractable Waste Disposal Facility, which is a government approved waste facility that buries its waste in encapsulated underground caverns. Industrial waste generated is managed and disposed of safely at this facility.
- At our Boyertown plant, we recycle a broad range of solid waste including plastic, glass, aluminum, and various other metals. The facility will further review waste minimization opportunities through the Pennsylvania (PA) Department of Environmental Protection (DEP) Form 25R program in 2023. This process is required every five (5) years by PA regulation. The facility regularly explores and pursues recycling opportunities as they arise and through these initiatives, we strive for the reduction or elimination of residual waste in both volume and harmfulness.
- Niobium Project: to further optimize the utilization of natural resources, in 2024 GAM has embarked on a major niobium project with the support of the federal government of the USA. This project will help domesticate the niobium supply chain and recover niobium from our waste stream. Ultimately, this project will enable the production of niobium pentoxide and avoid landfilling up to 600,000lb of material per year.

Biodiversity, Land Use and Rehabilitation

Our land use and biodiversity efforts are primarily the responsibility of our mining partners at the Western Australia Greenbushes site.

We recognize and respect the people, land, plants, and species native to all of our locations. Efforts to support and preserve the land, plants, and species local to each of our sites are naturally included in our Safety, Health and Environment policies and procedures. Through our interactions and relationships with suppliers, vendors, and customers, we demand a similar respect for areas local to each.

SOCIAL PERFORMANCE

Our People

At Global Advanced Metals, our people and our core values of Respect, Integrity, Responsibility, and Innovation are what drives our business and our culture.

We are committed to being a trusted partner in the workplace and for our employees. GAM's *Code of Conduct and Business Principles* enshrines this commitment and promotes the health, safety, and welfare of all people.

Workplace Health and Safety

The health and safety of our people is our top priority. GAM's *Safety, Health, and Environmental Policy* applies to directors, officers, employees, and contractors of the company, and sets clear expectations for performance across the company.

Our safety culture is important to us and is reinforced through regular and mandatory training, review, and audit of our various health and safety programs, and recognizing and rewarding safety performance and innovation. In addition, GAM has invested a considerable amount of time and resources advancing behavior-based safety with a focus on leadership development and employee engagement. The Global Safety, Health, and Environmental (SHE) Manager helps ensure coordination of global efforts and every site is accountable for safety performance.

All of GAM's operating facilities are subject to a cyclic three-year SHE strategic planning process. Each site has its own risk and opportunity specific three-year plan that is adapted through time as necessary. Our long-term Safety Improvement Roadmap is integrated into each plan. The strategic plans establish common and site-specific objectives based upon GAM's three global SHE strategic priorities – Safety Leadership Development and Culture Work, Risk Management, and Compliance Management. The plans are reviewed regularly by local and global leadership to ensure progress and that improvements are being made.

GAM has also established global avenues that connect various stakeholders to the SHE process. At the Board of Directors level, GAM has in place a standing committee, the Health, Safety, Environmental and Technology Committee (HSET), which meets quarterly. Members of HSET are select Board members, senior Operations and business leaders, and the Global SHE Manager. HSET reviews global SHE governance, risk, performance, and emerging issues.

The Global SHE Council is a governance-focused body where participants meet to discuss global and local SHE strategy and performance. The SHE Council meets quarterly.

The Global SHE Team meeting is a tactical forum where local SHE and Operations personnel come together to share knowledge, best practices, recognitions, initiatives, and discuss performance trends. These meetings occur approximately every 45 days.

Safety Committees are in place at all of our sites.

There are also a broad range of safety and occupational health initiatives in place at each site, including:

- Our Boyertown plant is an Occupational Safety and Health Administration (OSHA) Voluntary Protection Programs (VPP) Star site in recognition of its comprehensive and effective safety and health management systems and achievements in injury and illness rates below the national average of our industry. As an OSHA-certified facility, our Boyertown facility is continuously improving plant operations and workplace conditions. We monitor for occupational exposures to air contaminant and noise in accordance with OSHA standards. The site actively manages risk using well-established and understood processes and provides appropriate training and personal protective equipment to all of its employees.
- The Boyertown site's Safety Visions and Mental Models initiative is helping promote employee safety and well-being, including one-to-one safety engagements and group safety initiatives. The site also promotes other employee wellness opportunities including blood donation drives, annual flu shots, skin cancer screenings, and annual physicals.
- At our Aizu facility, we provide our employees with regular health examinations and stress-check tests to support their physical and mental health and overall wellbeing.
- At our Greenbushes site, we work to ensure that we comply and exceed statutorily mandated obligations. Our primary focus is on new staff training and promotion of leadership development and site safety culture. We work to mitigate health and safety risks arising from exposures to contaminants in the workplace such as antimony and arsenic through employee training, accountability and engineering controls. The site sets SHE goals and metrics, reports regularly, conducts monthly "toolbox" meetings, and manages safety performance recognition awards program to celebrate successes.

Emergency Preparedness

Emergency preparedness is a critical part of GAM's SHE program, and essential to protecting the health and safety of our employees, contractors, customers, local communities, and the environment. All of our facilities are required to have emergency preparedness or action plans in place to enable them to respond quickly and effectively to a broad range of emergencies such as fire, hazardous chemical and vapor releases, medical emergencies, civil disorder, severe weather, and bomb threats.

Our goal is always to prevent injuries to all employees, contractors, visitors, emergency response personnel, and the community in the event of a plant emergency. We also strive to minimize the impact of the emergency on our facilities, equipment, the environment and the surrounding communities.

All GAM operating facilities have Emergency Action Plans (EAP) in place based upon the principles of PREPARING for an emergency; DETECTING an emergency event; implementing

the emergency RESPONSE; the NOTIFICATION of the appropriate government as well as GAM corporate and division personnel of the emergency; and safely terminating the emergency response.

We work closely with local first responders and emergency services in all of our communities. For example, at Boyertown, GAM is an active participant in the community planning process with the Montgomery/Berks County Local Emergency Planning Committee (LEPCs). The Facility Emergency Coordinator is the facility representative to the LEPCs.

Through employee training and drills, we help ensure that plans and procedures are well understood and that a high level of preparedness is maintained at all times.

Community Health and Safety

The health and safety of local communities is a top priority. Our role is to protect the health and safety of our host communities. Across our sites, we have a broad range of initiatives in place to monitor, study, and mitigate any potential health and safety risks arising from our operations. Some of our initiatives include:

- Western Montgomery Career and Technology Center (WMCTC) Senior Award
- Boyertown Food Pantry food drives – Salvation Army and Boyertown Multiservice Preston's Pantry
- Boyertown Clothing Drive for Wounded Warriors Project
- Aizu City Festival
- Boyertown – Perkiomen Watershed Stream Clean-up Event
- RCF-Boyertown grant to local charity – Happy 2 be Home, Gilbertsville Fire and Rescue

Employment

We strive to be an employer of choice providing a diverse workplace free from discrimination and offering our employees work-life balance. We offer our employees competitive wages, excellent benefits, and opportunities to grow within our expanding company. GAM's *Code of Conduct and Business Principles*, sets forth our commitment to fully respect all applicable laws as well as our responsibilities in the workplace, including our commitment to providing a safe and healthy work environment, no child or forced labor, and support for freedom of association.

GAM employs over 352 direct employees worldwide and has a contractor workforce of approximately 50. In 2025, approximately 63% of the global workforce was represented by collective agreements.

Across our sites, we also have policies in place to govern working/labour conditions, and to help ensure that we have the workplace policies and programs in place to support the economic, religious, social and cultural needs of our diverse and contemporary workforce.

Local employment is a priority across our sites. To support that effort, each site sets quarterly targets for local hiring. On average, approximately 99% of GAM employees are hired from within the local community.

Equal Opportunity

Our commitment to fair and equal treatment of our employees is rooted in our core values, our policies and practices. We show consideration for people of all groups of people, we act with fairness and we strengthen relationships through an open exchange of communication.

Our *Anti-Discrimination, Harassment and Workplace Bullying Policy* embodies our commitment to embrace fairness and equality and to foster a workplace culture based on mutual respect and trust. GAM is an Equal Opportunity/Affirmative Action Employer that values equality at all levels.

At our Greenbushes site, the *Recruitment and Selection Policy* also embodies the principles of equality and fairness, and explicitly promotes equal opportunity and representation. GAM is also bound by Fair Work Australia to protect against sexual misconduct and discrimination.

As we strengthen and advance our ESG strategy, equality and fairness are among our top social priorities.

Talent Attraction and Retention

Attracting and retaining top talent is important to our business success. GAM provides our employees with opportunities for engagement, including conducting employee values surveys to help us measure performance, understand and address concerns, and to identify areas where we can strengthen and improve motivation of the workforce.

Training and Development

Training and developing our employees are a core part of our human resources strategy. GAM is committed to helping our people grow professionally and advancing their careers.

Our Talent Management Philosophy includes a Performance-Based Management system (PBM) for all employees across the company. To support our long-term strategy and business objectives, our PBM system provides a mechanism to cascade our corporate strategy into business long-range plans, regional/functional objectives, and ultimately, individual or work-team specific goals.

PBM is an annual performance appraisal process that provides GAM's people managers with a way to identify the contributions of their team to the business, individually and collectively, and to help measure employee performance and develop their employees and their teams to achieve results.

Our PBM process includes performance coaching and is designed to promote continuous communication between managers and employees. It enables employees to gain a clear understanding of their responsibilities and how their work is contributing to GAM’s broader strategy, goals, and organizational priorities.

Employees also receive meaningful “real-time” feedback, coaching and assistance, to support their success and strengthen their connection to the business. It helps employees and managers work together to identify growth and development opportunities as part of their annual performance process and coaching.

PBM also helps GAM employees consider career opportunities that are aligned with their skills, competencies, personal strengths, and aspirations.

Within the PBM process, managers and employees set annual performance objectives, and employees receive a mid-year review and coaching to check-in on their progress against objectives and performance and receive a year-end performance assessment and rating across five assessment categories.

Global FY24 Turnover rate for Direct Employees is as follows:

Calculation of annualized Global turnover rate	
Average employees per month	356
Number of employees leaving this year	77
Turnover rate for 12-month period	0.22
Total Turnover rate as a percentage	21.6%

Calculation of annualized VOLUNTARY turnover rate	
Average employees per month	356
Number of employees voluntarily leaving	47
Turnover rate for 12-month period	0.13
Voluntary Turnover rate as a percentage	13.2%

Along with required training for SHE, our sites provide a range of programs to support continued employability, skills management, technical training, and lifelong learning. Upon hiring, employees receive a comprehensive orientation, including extensive safety and health training, security and procedures, and benefits review.



Among the ongoing training and development programs offered, we provide:

- On the job training at all sites for hourly positions.
- Detailed onboarding processes, including GAM local policies for each site, our Global Code of Conduct and Business Practices, and thorough safety training processes.
- Supervisors at our Greenbushes and Boyertown sites receive leadership development training both internally and some external training (where needed).
- Our Boyertown site provides new supervisors (internally promoted or externally hired) 26 weeks of on-the-job training, including rotations in each department prior to placement into duty.
- Our Boyertown site provides an hourly “Group Leader” position in several departments to develop future supervisory candidates from internal employees.
- Our Boyertown site offers a tuition reimbursement program for all employees to obtain bachelors or advanced degrees.

Our Communities

Generating value in our local communities is a sustainability priority.

We contribute to the socio-economic well-being of our host communities directly and indirectly through employment, local spending, and partnerships.

GAM operates in or near local communities in three countries where our employees live and work. We work closely with our local communities to share information, understand community issues and support local initiatives. Resource Capital Funds (RCF), GAM's majority shareholder, also promotes a grant program that supports charitable organizations in communities local to their facilities.

Over the last three years GAM Boyertown community projects received \$40,000 in RCF grants:

In 2023, GAM Boyertown received an RCF Grant of \$15,000 plus and additional \$5,000 from the Boyertown site that went to the Gilbertsville Fire and Rescue, which is a local fire house that helps protect the local community.

In 2022, GAM Boyertown also applied and received an RCF grant of \$20,000 that went to a local charity called “Happy 2 be Home”. Happy 2 Be Home is an all-volunteer charitable organization that provides funding for improvements to a family's home in order to make it suitable for children with disabilities to return home from pediatric care facilities and/or safely live with their family. This organization helps with projects such as wheelchair lifts, generators, bedroom and bathroom accessibility, and stair and doorway access. This grant, through Happy 2 be Home, went to support a local family and allowed them to make modifications to a downstairs bathroom to safely accommodate a member of their household.

Engaging Communities

Through our proactive community relations programs, we engage regularly with local community stakeholders. Our community relations teams work closely with local stakeholders to support initiatives beyond our day-to-day operations. Among the ways in which we support our host

communities are donations and other forms of support for community projects, first responders, veterans, tourism, environmental activities, schools and educational programs, with a particular focus on science, technology, engineering and math (STEM).

Leading initiatives include:

Australia

- Ongoing sponsorship of local sporting and community groups.

United States

- In Boyertown, our Community Outreach program supports our local community, with emphasis placed on STEM education, veterans, food pantries, first responder organizations, performing arts, community and civic improvement efforts.
- We partner with dozens of local organizations through employee involvement and financial contributions such as the YMCA of Boyertown, Boyertown Multi-Service, Perkiomen Watershed Conservancy, Boyertown Education, United Way of Boyertown, and The Salvation Army.

Japan

- Our Aizu plant is active in the community, working closely with the officials of our city and townships. We are a strong supporter of the regional social welfare council. Aizu plant employees also conduct periodic cleanup activities in the local communities.
- The Aizu plant has historically supported and will continue to proudly support various community festivals such as the Aizu City Festival.

Human Rights Due Diligence

We have a robust due diligence process addressing potential human rights risks across our supply chain.

Our Modern Slavery Statement articulates the controls and processes we have in place to mitigate the risks of modern slavery across our supply chain.

GAM's focus is on the risks of modern slavery, including those trafficking in persons, slavery, servitude, forced marriage, forced labor, debt bondage, deceptive recruiting for labor or services, and the worst forms of child labor within our global supply chains across our business operations.

GOVERNANCE

Our governance structure, framework of core policies and programs, and results on the ground are the foundation of our ESG program. We strive to meet the expectations for good governance and best practices associated with public companies to the extent practicable and sensible for our company.

GAM's Board of Directors is responsible for oversight of the Company. The Board is comprised of seven directors, including five independent directors, two of whom are women, to help ensure that Board decisions reflect a diversity of perspectives and range of backgrounds and experiences. GAM's HSET Committee, consisting of three directors, manages GAM's ESG program and other health, safety, and environmental initiatives and programs.

We continue working to increase the knowledge and understanding of ESG across the Company, including at the Board of Directors. For example, in 2022, GAM's CEO, who also serves as Managing Director on the GAM Board, actively participated in our ESG Strategy Workshop provided to GAM senior leadership to help chart our ESG strategy going forward. Initiatives like this ESG Strategy Workshop are building upon GAM's culture and track record of compliance and adherence to core policies for acting ethically and with integrity across the business.

Looking ahead, ESG remains among our top governance priorities. Our focus is ensuring that our framework of policies encompasses leading corporate governance practices to meet the evolving expectations of our stakeholders. Further ESG integration into our business operations is a material priority for us, ensuring environmental and safety risks are considered in our ERM, and linked to our compensation and reward structure. In parallel, ESG reporting and regular reviews of our ESG performance are also a high priority for us.

Ethical Conduct

Integrity and our commitment to ethical conduct is a GAM core value. From our Board of Directors to the frontlines of our operations, our *Code of Conduct and Business Principles* (the "Code") sets out clear responsibilities and expectations for conduct across every aspect of our business.

Our Code is comprehensive and spans across all aspects of business conduct in the workplace, global marketplace, and in our communities. It addresses critical areas such as the prohibition of child labor, health and safety, and respect for freedom of association; lawful competition, bribery and corruption, and responsible sourcing; protection of company assets; employee activities and volunteerism, and political activities; and, enshrines our responsibility to our local communities.

We strive to ensure that everyone at GAM understands and adheres to the Code through our enterprise-wide compliance program, which includes employee training and acknowledgement. All employees are required to take mandatory online Code of Conduct training upon hire and at regular intervals. Throughout GAM, compliance with the Code is integrated into Performance-Based Management.

In 2024, 100% of eligible GAM directors, officers, and employees completed the Code of Conduct training and affirmed (or reaffirmed) their commitment to abide by the Code.

If an employee, director or officer has or becomes aware of an ethical concern such as a violation of the Code, GAM has a broad range of reporting mechanisms in place for reporting such ethical concerns, including reporting to their direct supervisor, Human Resources, or GAM's Chief Compliance Officer, or reporting through the GAM Compliance Hotline, a third-

party, anonymous, and confidential whistleblower hotline. The hotline is available 24/7 via phone or online in every country in which GAM operates and in all languages spoken across our business.

Responsibility for our Compliance Program, including compliance with the Code resides with GAM's Chief Compliance Officer in consultation with the CEO and the Global Human Resources Manager. Oversight resides with the Audit and Risk Committee of the GAM's Board of Directors.

Supply Chain

GAM strives to be a partner of choice for our customers exceeding expectations for supply chain due diligence and conflict-free minerals. As a leading global tantalum and tin products manufacturer, GAM has been an advocate of socially responsible and conflict-free supply chains for over a decade.

Our Supplier Code of Conduct, together with our *Code of Conduct and Business Principles*, affirm our commitment to ensuring that the tantalum under our control is responsibly and ethically sourced. Suppliers to GAM are required to conduct their operations in accordance with all applicable laws and in accordance with a broad range of principles pertaining to working conditions, lawful competition, bribery and anti-corruption, trade control, and responsible sourcing.

Suspected or actual violations of the Supplier Code are reported to GAM's Chief Compliance Officer, and/or can be reported via the GAM Compliance Hotline.

GAM's Supplier Code of Conduct has been embedded into Supply Agreement, and Terms and Conditions to promote its awareness and adherence to, by suppliers of feedstock and other key supplies.

Our management approach to responsible procurement includes three key components:

- Conflict-free minerals compliance;
- Human rights due diligence; and
- Meeting the rigorous requirements of the Responsible Minerals Initiative (RMI).

Conflict Free Minerals Compliance

GAM is an industry leader in conflict minerals compliance.

We adhere to [the Organization for Economic Cooperation and Development \(OECD\) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas \(CAHRA\)](#). Through the OECD Due Diligence Guidance and Responsible Mineral Initiative audit, we comply with conflict minerals due diligence requirements as detailed by section 1502 of the U.S. Dodd-Frank Act and its related Security and Exchange Commission

(SEC) implementation rules, the European Union regulation on conflict minerals, and other applicable regulations.

As part of the Responsible Minerals Initiative, GAM Aizu—Japan, Boyertown—PA, USA, and Greenbushes, Australia sites are subject to a yearly external Responsible Minerals Assurance Process audit which follows an ISO-based approach to determine that the management systems are in place and to determine conformance.

GAM’s leadership in conflict minerals compliance and source development fosters stable and ethical supply chains that support business’ needs and meet sustainability-ESG goals across the myriad industries it supports.



2024 Tantalum
RMI-RMAP Aizu Recc



2024 Tantalum
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