

BHP



BHP Mitsubishi Alliance

BHP Mitsubishi Alliance (BMA) is a 50:50 joint venture between BHP Group Limited and Mitsubishi Development Pty Ltd that was formed in 2001.

FY2024

BHP and BMA's Community Contribution Report

Queensland



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Acknowledgement of Country

BHP and BMA acknowledge and pay respect to the Traditional Owners of the lands and waterways on or near which our operations are located. We pay our respects to Elders past and present, and emerging leaders.

Keep in touch

We value your feedback and engagement. Community members can contact us on any topic or issue via our free community response line on **1800 078 797** or via email at **CoalCorporateAffairs@bhp.com**.

This report presents BHP and BMA's FY2024 contribution to Queensland. All monetary figures are in Australian dollars unless otherwise stated. Disclosed figures are identified as BHP or BMA within the report.

Front cover image

From the first flight in 1996, BMA has supported CQ Rescue to save lives across the Greater Whitsunday region. In March 2024, BMA CQ Rescue achieved a milestone of 12,000 missions.

Message from the BMA Asset President



The partnerships we hold with communities are among the most important we share, playing an important role in enabling us to build a better world right here from Queensland.

Our success as a business is reliant on achieving long-term social, environmental and economic outcomes in partnership with the communities where we operate—and that is what we strived to achieve in FY2024.

We are immensely proud of our positive contribution to society made by the people and businesses all along the supply chain from supporting education, skills and training across all stages of learning, to providing community grants for local events and initiatives, and funding programs and partnerships.

BHP/BMA's Community Contribution Report for Queensland in FY2024 represents this positive contribution not only through investments and achievements but through the real lived benefits and outcomes that are truly making a difference to local communities.

Throughout the report we look to share these stories and how we are playing a role in helping our people, partners and local communities thrive.

While it's important to celebrate these successes, I must also acknowledge the deeply saddening loss of one of our teammates this year. On 15 January 2024, Luke O'Brien was fatally injured at our Saraji Mine and we extend our deepest sympathies to Luke's family, friends, colleagues and those who had worked with him across the tight-knit Central Queensland community. Safety remains our top priority and our commitment to zero fatalities and serious injuries across our business is unwavering.

The mining industry faced many challenges this year from weather impacts to inflationary pressures, and of course Government's policy and fiscal settings which continues to impact future investment in Queensland.

This year also brought change for our own business as we completed the divestment of Blackwater and Daunia Mines. But with that change, we now have a more refined portfolio of higher quality steelmaking coal to meet the global demand for steel and contribute to the world's decarbonisation efforts.

Notwithstanding the challenges and change to our business, our commitment to the communities we are a part of remains steadfast.

The value and outcomes delivered for communities across Central Queensland is the result of the relationships shared with Traditional Owners, local suppliers, community partners and our people. We thank you for your support in working collaboratively with us to achieve shared benefit and opportunities.

The future is bright for Central Queensland, and we look forward to strengthening our partnerships and supporting communities well into the future.

Adam Lancey
Asset President
BHP Mitsubishi Alliance

BMA's contribution at a glance in FY2024



\$8.1B
suppliers



>\$80M
spent with Indigenous businesses



>\$4B
to the Queensland Government



>9,500
employees and contractors



\$11.9M
in social investment

Our approach

BHP brings people and resources together to build a better world. In 2024 BHP released new values that drive how we do business and how we engage. Those values are: Do what's right, Seek better ways, Make a difference. This report details how BMA achieved that in FY2024, and the ways that we have meaningfully contributed to Queensland through our operations and our teams.

Through our differentiated approach to social value, we aim to be a trusted partner who creates value for all stakeholders. This report is structured around our key social value themes which drive the work we do and our contributions to community. These social value themes are:

- Decarbonisation
- Healthy environment
- Indigenous partnerships
- Safe, inclusive and future-ready workforce
- Thriving, empowered communities
- Responsible supply chains

At BMA, we have a vision to become the sector-leading performer for higher quality steelmaking coal globally. Coal has multiple purposes and the coal we produce in

Queensland is a primary ingredient in the conventional blast furnace steelmaking process.

We have a long and proud history in Queensland. We operate five mines in the Bowen Basin with some of these in operation for 50+ years, and we also own and operate the Hay Point Coal Terminal (HPCT) located near Mackay.

We are proud of the significant contribution we make to Queensland and the Australian economy. This report highlights some of the contributions we have made in FY2024. We could never profile all that we do and all of the partnerships over the year. This report provides a snapshot that demonstrates our partnerships with community and our contribution to Queensland.

BMA is in a strong position to support the world's demand for steel and decarbonisation efforts, and continue our investment in both local jobs and the regions we operate in.



Economic contribution

The contribution BHP/BMA makes to the Queensland economy is significant and includes contributions to suppliers, wages, dividends, taxes, royalties and voluntary investment in projects across the communities where we operate.

Taxes, royalties and other payments to governments

BHP is one of the largest taxpayers in Australia and makes a significant contribution to the Australian and Queensland economy. In FY2024, BHP contributed 9 per cent of all government revenue (excluding grants) in Queensland.¹

In the past decade, BMA's mining operations have been a major contributor of royalties, paying more than A\$20 billion to the Queensland government, with over A\$4 billion paid in FY2024.

In FY2024, BMA paid A\$19.8 million to the Central Highlands, Isaac, Mackay and Whitsunday Regional Councils in rates, fees and charges, including over A\$12.7 million to the Isaac Regional Council.

Queensland remains one of the highest taxed coal jurisdictions in the world, presenting a continued risk to employment, investment, and contracting opportunities for Queensland.



BMA's mining operations have been a major contributor of royalties, paying more than A\$20 billion to the Queensland Government in the past decade.

¹ Based on the actual cash contribution paid to government in FY2024 by BHP-operated projects (including 100 per cent of BHP Mitsubishi Alliance's contribution), and by comparison to forecasted total revenue 2023/2024 data (excluding grants) per the 2024/2025 Queensland Budget.

Suppliers

In FY2024, BMA contributed A\$8.1 billion to suppliers, including over A\$1.6 billion spent with 950 local suppliers. This included over A\$80 million spent with more than 50 Indigenous businesses.

Social Investment

We also make substantial contributions to a range of community groups and organisations to contribute towards Thriving, Empowered Communities.

In FY2024, BMA voluntarily invested A\$11.9 million in education and training, Indigenous, environmental, economic development and health and wellbeing projects in Queensland.



Decarbonisation

We are on a pathway towards our long term goal to achieve net zero operational greenhouse gas (GHG) emissions (Scopes 1 and 2) by 2050. BMA is making a strong contribution to ensuring BHP remains on track to meet our medium-term target to reduce operational GHG emissions by at least 30 per cent by FY2030 from a FY2020 baseline.

The projected pathway to our long-term goal involves us to procure renewable and other low to zero GHG emissions electricity, minimise fugitive methane emissions as well as look for innovative mining solutions, through consideration of existing and emerging technology.

In August 2024, BMA signed a second renewable power purchase agreement (PPA) with Queensland's publicly owned energy generator and retailer CleanCo as part of our commitment towards the net zero goal for operational GHG emissions (Scopes 1 and 2). This new PPA will enable BMA to continue to source half of its expected electricity needs from low GHG emission sources such as solar and wind, as well as pumped hydro. BMA intends to be fully powered by electricity from renewable energy sources from FY2027.

Execution of these PPAs demonstrates commitment to bringing renewable power projects to the network and our operations whilst supporting Queensland jobs and the communities in which we operate during construction of these projects.

BMA is also proud to have contributed to the publication of the second BHP Climate Transition Action Plan (CTAP) released in August 2024. The CTAP sets out the strategic approach and plans for achieving operational and value chain GHG emissions targets and goals, as well as responses to climate-related risks.

BHP/BMA are also supporting a number of projects, in partnership with key organisations, that further contribute to broader regional decarbonisation ambitions.

Valuing Riparian Carbon— Investing in our Rivers

Through BMA's partnership with Carbon Planet, there has been a leap forward in the understanding of regional rivers and how their highly productive riparian zones can benefit from emerging environmental markets.

Through collation of new technology, field assessments, modelling and existing data, the project has found that current calculation methods have resulted in a significant undervaluation of our riparian zones.

The project has developed a new riparian carbon calculator that is currently being tested and will form part of a submission to the Federal Government for a new carbon accounting method for riparian zones.

Riparian zones are being researched by Carbon Planet.





Representatives from BHP, Local Buying Foundation, GW3 and the RCOE at the Decarbonisation Accelerated project launch.

Pit to Port

The Resource Circularity Project, referred to as Pit to Port (P2P), represents a strategic, multi-phased initiative aimed at mapping, evaluating, and developing solutions to utilise Queensland's resources by applying circular economy principles.

Lead by the Resources Centre of Excellence (RCOE), with support and investment from BMA and in consultation with circular economy experts Coreo and Metabolic, an analysis was conducted to understand what circular economy opportunities exist along the whole value chain from BMA's Caval Ridge Mine and Hay Point Coal Terminal (HPCT) operations. The intent of the P2P project is to quantify the total

volumes and impacts of materials associated with the resources sector in Queensland, both at the mine site and regional levels and then identify strategic opportunities for the region, including potential disassembly, critical minerals, and bio-futures.

The next phase of the project involves acting on the framework and recommendations developed from phase 1 of the project to ultimately create an interlinked network of Bowen Basin sectors, businesses and community which optimise services to each other, the flow of materials more sustainably, and the regeneration of natural and social systems.

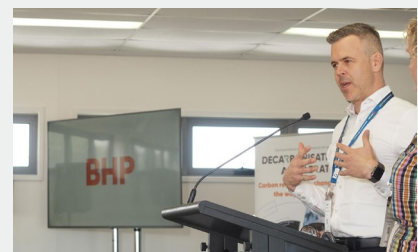
LBF Decarbonisation Accelerated

The Greater Whitsunday region is embracing a sustainable future through the Decarbonisation Accelerated Project, jointly funded by the Local Buying Foundation (LBF) and BMA. This initiative, a partnership between Greater Whitsunday Alliance (GW3) and the Resources Centre of Excellence (RCOE), is fostering regional economic transformation by encouraging businesses and industries to embark on their decarbonisation journeys.

Fourteen partners have been engaged, securing new investments to support decarbonisation and diversification initiatives.

Over 70 stakeholder groups have been briefed on regional priorities, influencing the workstreams of three regional entities and ensuring coordinated activities.

The region's first ever Decarbonisation Summit, to help local businesses understand their role in carbon reduction, was held in May 2024. The Summit was a pivotal event for this project, driving local action with global impact, bringing together thought leaders, such as international trend specialist Michael McQueen and sustainable development expert Cle-Anne Gabriel, who provided strategies for businesses to begin their net zero journeys.



BHP Vice President Climate Graham Winkelman presenting at the QLD Mining Exhibition (QME) Decarbonisation Accelerated seminar series.

Responsible supply chains

Local businesses play such an integral role in creating thriving communities which is why we are so passionate about supporting them and are proud of our contributions.

By forming and maintaining sustainable partnerships with suppliers across Central Queensland, we are contributing to long-term economic and social value for communities.

In FY2024, BMA spent A\$8.1 billion with our suppliers. Of this, over A\$1.6 billion was with our local businesses.

Growth in both quality and quantity of opportunities for Traditional Owner and Indigenous businesses saw an 80 per cent year on year increase in Indigenous spend, reaching a new record for BMA of over A\$80 million. Driven by our Reconciliation Action Plan, as well as our company value to Do what's right, we are committed to seeing this growth continue through sustainable relationships with our Indigenous partners.

Our BHP Local Buying Program (LBP), delivered in partnership with C-RES, continues to provide a pathway for small, local and Indigenous businesses to engage on opportunities with BMA and BHP with a further A\$142 million spent with 599 businesses across more than 9,000 work opportunities under the LBP.



(L-R) Nicole Muller, Barada Barna Aboriginal Corporation Chairperson and 3BB Managing Director. Geraldine Slattery, BHP President Australia. Luarna Dynevor, Barada Barna Aboriginal Corporation Deputy Chairperson.

Through the work of the LBP, funds are also directed towards the Local Buying Foundation (LBF), which provides funding for projects and programs that drive workforce development, foster innovation, and enhance the capability and capacity of business and industry.

Our spend through the LBP has meant that in FY2024, the LBF has been able to support 11 new initiatives valued at over A\$254,000 enabling the development and sustainability of local and Indigenous businesses in regional communities where we operate.



A\$8.1B
spent with our suppliers



A\$1.6B
spent with local and Indigenous businesses in QLD



A\$142M
spent through the Local Buying Program with 599 businesses



>A\$80M
spent with Indigenous and Traditional owner businesses



Team members from C-Res, LBF, Queensland Trading Tracks and BMA attend the Issac Business Chamber Launch.



3BB and BMA personnel.

3BB

3BB is a Barada Barna Aboriginal Corporation (BBAC) owned commercial business which is 100 per cent owned and operated by and for Barada Barna members. All profits are utilised to purchase equipment and for Barada Barna initiatives such as returning to country trips for Elders, health services, education and scholarships, job readiness, sports, support for members business development and assisting Barada Barna people via employment opportunities.

3BB specialise in labour hire and heavy machine hire with aspirations to grow and diversify to include construction and civil work.

As part of the Barada Barna Indigenous Land Use Agreement, 3BB are focused on rehabilitation across BMA operations and are currently working at Goonyella Riverside Mine and re-seeding land that is no longer being utilised by BMA. 3BB have 42 employees servicing rehabilitation at Goonyella Riverside, 10 of who are Barada Barna descendants.

Nicole Muller, 3BB Managing Director said, “We’ve doubled the crew that we started with, so it’s been an amazing opportunity for us. Words can’t describe how we’re feeling about the progress of 3BB growing in such a short time and building our capability within the rehab scope. BMA has allowed us to build that by securing some of these contracts that we have with them.

“Our focus is to make sure that 3BB is set up to generate revenue back to our charitable trust that services all of our descendants. We’ve got over a thousand descendants, so it actually helps with the social policies.

BMA have given 3BB a lot of opportunities.

It’s part of our cultural duty to look after the land. We aim to rehab that land back to what it used to look like or similar. There’s a great sense of pride in being able to do that.”

Trading Tracks

Queensland Trading Tracks (QTT), launched in early 2022, is a pioneering initiative dedicated to empowering Indigenous businesses across the Mackay and Isaac regions. This initiative offers a comprehensive range of business support services, making it a vital resource for Indigenous businesses and start-ups seeking to thrive in today’s competitive market.

The program, in its third year, delivered under the guidance

of MARABISDA’s CEO, Adrienne Barnett and Senior Business Development Officer, Stacey Kreys (and previously Camille Elliott), now has 58 registered businesses and is demonstrating its positive impact on the local Indigenous business community.

In the past 12 months, QTT has delivered a range of activities such as the monthly Black Coffee, Tender and Grant Writing Workshops and Meet the Buyer events.



Trading Tracks Senior Business Development Officer Stacey Kreys and Saraji mine General Manager Dane Nielsen.

Safe, inclusive and future ready workforce

Our people are our strongest asset. We are passionate about creating a work environment that is safe, inclusive, diverse and allows our people to thrive.

In FY2024, we engaged over 9,500 people across our BMA operations. Nearly 33 per cent of our BMA workforce is female, and we are especially proud that over seven per cent of our workforce is Indigenous.

We have been fully committed to achieving our gender diversity aspirations by focusing on recruitment, retention, and leadership of our female workforce. Since 2020, our female leadership has increased by 11 per cent.

We strive to be an organisation people want to work for by offering a range of entry pathways through both higher education and Trade/VET opportunities including apprenticeships, traineeships, graduate and internship programs.

As one of the largest regional employers in Queensland, we take great pride in building a workforce that is reflective of the broader community and will continue to champion a safe, inclusive and diverse work environment.

BMA's workforce

9,500

Employees and Contractors



33.3%
Female

7.3%
Indigenous



179
Apprentices

138
Trainees



42
Interns



41
Graduates

Creating pathways and opportunities for the next generation of skilled workers through programs that champion skills for the future and diversity continues to be a core focus for BMA.



Childcare Leadership Alliance (CLA)

The CLA, launched in 2022 with the support and funding of BMA and with Astute Early Years Specialists appointed as the lead project delivery partner, has been at the forefront of addressing childcare challenges in regional communities. The CLA began when Smart Transformation identified childcare as a key community issue and commissioned a report into childcare gaps and issues, ultimately resulting in the establishment of the CLA.

The CLA has developed and trialled strategic solutions aimed at empowering early childhood and school-age care providers to attract, retain, and upskill educators. A campaign targeting the recruitment of international workers achieved remarkable success, placing 29 educators in Moranbah centres at the end of FY2024.

At the Queensland Mining Awards in 2024, BMA and Astute Early Years Specialists won the National Group Community, Staff Engagement or Equal Opportunity Award, celebrating the strategic innovation in regional childcare achieved through the collaboration of all parties on this project.



CLA award recipients (L-R) BMA Asset President Adam Lancey, BMA Manager Community Jasmine Cadd, Astute Kylie Dawson, Astute Melissa Comerford, General Manager Peak Downs Mine Michael Thomas, Head of Corporate Affairs QLD and NSW Dominic Nolan.

Future of Work Advanced Apprenticeship and RESP

The Future of Work Program, supported by BHP and the Australian Government Department of Education, aims to deliver skills development opportunities in regional Australia, with BHP investing A\$30 million across QLD, WA, NSW and SA. The program aims to create 1,000 skills development opportunities through funding advanced apprenticeships and short courses for students.

In FY2024, 341 students participated in the Future of Work program in Queensland undertaking either the Advanced Apprenticeship course or alternative VET or university study through the Regional Education and Skills component of the Program (RESP). Students from the Mackay and Bowen Basin regions have become the first to graduate from the Advanced Apprenticeship program in May 2024, earning a Diploma of Business in the Digital Age from Central Queensland University (CQUni). This pioneering course was co-designed by CQUni, BHP, local businesses, and regional stakeholders.



A\$30M

invested in skills development by BHP across Australia's Future of Work program



2024 WIMARQ QMEA GIRLS Mentoring Program Mentees at the 2024 Finale event.

WIMARQ QMEA GIRLS Mentoring program

BMA is a foundation sponsor of the Queensland Minerals and Energy Academy (QMEA) (since inception in 2005), providing funding to support education and training initiatives which expose secondary students and teachers to career pathways in the resources sector. Through the QMEA, BMA is also proud to be the Platinum Sponsor of the Women in Mining and Resources Queensland (WIMARQ)/QMEA Girls in Resources Leadership Skills (GIRLS) Mentoring Program.

The 2024 program brought together 20 mentees and 20 mentors from across the industry to participate in the six-month mentoring program, aimed at boosting the number of school leavers interested in pursuing a career in the resources sector or entering STEM related careers. Several of the mentors are passionate BMA employees from a range of backgrounds and technical disciplines, who guided their mentees through professional development activities and helped them identify future study or training options.



30 new BMA apprentices for 2024.

BMA Apprentice Program

This year, 30 new apprentices commenced their careers with BMA and embarked on apprenticeships across a range of trades including Electricians, Mechanical Fitters, Diesel Fitters, Auto-Electricians and Boilermakers.

The class of 2024 was almost 73 per cent female, had an Indigenous representation of 30 per cent and participants ranged from school leavers through to mature aged apprentices.

Thriving empowered communities

The partnerships we hold with communities are among the most important we share, playing an important role in enabling us to build a better world right here from Queensland.

We aim to build trust through open and honest relationships, and seek to understand the communities in which we operate to enable co-created approaches to community priorities. The value and outcomes delivered for communities across Central Queensland is the result of the relationships shared with Traditional Owners, local suppliers, community partners and our people.

BMA is proud to have voluntarily contributed A\$11.9 million in social investment funding to Queensland, covering areas of education, skills and training, Indigenous programs, environmental projects, economic

development initiatives and health and wellbeing projects. Every year we reaffirm our dedication to enhancing the local communities and regions we are a part of through a range of longer-term community partnerships, as well as smaller grants. This support contributes to thriving, liveable and sustainable communities, and delivers benefit to a range of community organisations, clubs and activities. We recognise that regional community challenges require strong collaboration and we thank the communities, the partners, and our people for working with us to deliver these outcomes.

A\$11.9M

Social investment

Thriving empowered communities focus areas



Community liveability and sustainability



Regional diversification



Mental health and community services

Our approach prioritises partnership, listening and co-creation.

Bowen Basin Bright Minds

The Bowen Basin Bright Minds partnership is a A\$5 million program that strives to improve student outcomes in STEM and plays a key role in preparing young people across the region for the future workforce. The program empowers 18 schools across the Bowen Basin to drive their own focus areas and enables flexibility to adopt and implement specific programming, teacher professional development, curriculum adoption and equipment procurement to support tailored learning goals and challenges.

In FY2024 over 6,900 students and teachers benefited from the program across both primary and secondary schools. 2024 has seen a wide range of initiatives delivered by schools including an e-sports competition that has utilised modern technology programs; excursions to the Sarina Sugar Shed, the Wonder of Science conference, Pedal Prix Competitions and the Whitsunday STEM Challenge; as well as STEAM learning programs at Moranbah, Emerald and Sarina High schools and Coppabella and Nebo primary schools.



Bowen Basin Bright Minds students at an excursion to the Sugar Shed.



BMA CQ Rescue helicopter takes to the skies.

BMA CQ Rescue, every life matters

BMA is proud to be the new naming rights partner of BMA CQ Rescue. This partnership is more than just naming rights, it is a joint commitment supporting CQ Rescue to help save lives for the Greater Whitsunday community 24/7, 365 days a year.

BMA CQ Rescue has two new AW139 helicopters, which means that BMA CQ Rescue has the latest technology and equipment on board these helicopters, enabling them to fly 30 per cent faster and 30 per cent further when required.

In March 2024, BMA CQ Rescue achieved a milestone 12,000 missions since commencement of its operation in 1996. During FY2024 the team responded to 714 calls for help, of this, 181 tasks were to the Bowen Basin.

"Thank you for your commitment to us. You trust us with the lives of your loved ones every day, and we are proud to be there for you, for them, and for our community because at BMA CQ Rescue, every life matters."

BMA CQ Rescue CEO
Tim Healee.

Youth Advisory Council initiative expands in 2024

Smart Transformation's Youth Advisory Council (YAC) has gone from strength to strength this year, with members providing input into priorities for the Smart Transformation projects. Made up of students from Dysart and Moranbah State High Schools, the YAC provides a youth voice into Smart Transformation's community sustainability approach while also giving members the opportunity of understanding technological change and the impacts to their education and employment opportunities.

YAC members have seen new technologies in action at BMA's Goonyella Riverside Mine, through to the Angus family's Signature Beef Abattoir and feedlot near Moranbah, along with the operations of BHP/BMA's Brisbane Integrated Remote Operations Centre (IROC) and Brisbane Airport.



Youth Advisory Council members visit BMA's Goonyella Riverside Mine to experience technologies in action.

Through the YAC+ Program, students were supported to get a better sense of how to optimise the opportunities in front of them by understanding their options and then planning for their own futures.

Over 350 additional local school students have participated in the expansion of the YAC initiative through in-school presentations delivered by Smart Transformation.

Resources Centre of Excellence (RCOE)

Through strategic partnership support provided to the RCOE from its inception in 2020 to this current day, BMA has played an integral role in the success of RCOE Stage 1. Connecting the brightest minds in research, technology and innovation is helping the RCOE to deliver strategic collaborations and strong partnerships to solve industry challenges, educating for the future and incubating research and development.

The sustained growth of the RCOE has identified opportunities for the Greater Whitsunday region and beyond, with RCOE Stage 2—Future Industries Hub planned for Mackay, and Stage 3—Isaac Resources Excellence Precinct in Moranbah.

BMA continues to work collaboratively with the RCOE on several innovative projects including CQUniversity BMA Chair in Automation and Future Work Skills and the Queensland Circularity Project.



RCOE and key stakeholders connect with BMA Asset President.

Every year, we reaffirm our dedication to enhancing the local communities and regions we are part of, through a range of grants and community wellbeing partnerships.

Providing opportunity to CQUniversity (CQUni) students

Through BMA's partnership with CQUni more than 20 CQUni students in 2023 benefited from BMA's support. BHP and BMA have been long-standing scholarship providers of CQUni and through this backing CQUni has been able to award scholarships across a variety of study areas over the years. Graduates in 2023 studied courses covering Occupational Therapy, Nursing, Social Work, Speech Pathology and Medical Imaging, helping to grow the region's health workforce.

In FY2024 the BMCP provided A\$828,000 in funding, with 93 grassroots initiatives supported.



CQUni BMA Scholarship Recipients.

Benefiting My Community Program grants

The BMA Benefiting My Community Program (BMCP) provides grants to local community events and initiatives across the Mackay, Central Highlands and Isaac regions.

Our grants, regardless of size, enable organisations to address the diverse needs of residents, supporting initiatives from educational programs to cultural events that enrich lives. In FY2024 the program provided A\$828,000 in funding, with 93 grassroots initiatives supported.

This included 18 projects in the Central Highlands totalling A\$173,000, 33 projects in the Isaac Region totalling A\$276,000 and 42 projects in Mackay totalling A\$379,000, covering schools and kindergartens, sporting groups, social and health services, and local events.

Apply today, email benefitingmycommunity@bhp.com to receive an application form and a full list of the eligibility criteria.

Inaugural First Nations Netball Carnival

Through the BMCP the inaugural First Nations Netball Carnival was held in Mackay in September 2023. The First Nations Netball Carnival Committee Chair, Karlie Tatchell, said the success of the carnival would not have been possible, without the generous support of sponsors including BMA.

"Our maiden First Nations Netball Carnival was very successful with over 20 teams travelling from Palm Island, Chinchilla, Townsville, Yeppoon and Rockhampton" Karlie said.

"The Elders loved their designated space and morning tea and the colouring in corner kept our smaller community members engaged. Having the BMA Community team checking in and sharing our vision was appreciated on so many levels by the committee."



Court action at the inaugural First Nations Netball Carnival in Mackay.

Mackay Ronald McDonald Family Room—supporting families during their time of need

BMA has supported the Ronald McDonald Family Room in Mackay. Located at the Mackay Base Hospital grounds, the family room is a refuge for families while visiting or staying with a child in hospital. The Family Room has welcomed more than 3,000 individuals since opening in December 2022. The BMCP also provided valuable support to sponsor

the Mackay Family Room Laundry, an essential space and service to those who need it. Ronald McDonald House Charity North Australia Mackay and Whitsundays Community Engagement Executive, Samantha Baker, said that “the space is a welcomed respite for families with sick children, allowing them to remain close during a difficult time”.



Mackay Ronald McDonald Family Room—lounge room/kids play space.



Asset President Adam Lancey serving free breakfast to Leukaemia Foundation Ambassador Hayden Lee.

Brisbane Marathon and Indigenous Marathon Foundation

On Sunday 2 June 2024, BHP was the proud sponsor of the half-marathon at the Brisbane Marathon event. This year, BHP also sponsored the Indigenous Marathon Foundation (IMF), which supported over 100 Indigenous athletes to attend and compete at the event.

The IMF is a health promotion charity that uses running to celebrate Indigenous resilience and achievement, and create inspirational Indigenous leaders. We were thrilled to be running alongside these athletes and embracing this partnership.

BMA Mackay Marina Run—More than just a run

The annual BMA Mackay Marina Run (MMR) took place on Sunday 2 June 2024 with more than 3,600 runners participating, including over 200 BMA and Mitsubishi Development Pty Ltd employees and their families. BMA has been a sponsor of the event since its inception 16 years ago, extending further support to MMR’s major charity the Local Branch of the Mackay Leukaemia Foundation. More than 36,000 runners have participated in the event over the years, raising more than A\$730,000 in funds for the charity.



Brisbane Marathon with the Indigenous Marathon Foundation.



Volunteering Queensland

BMA has partnered with Volunteering Queensland since 2023, offering employees the opportunity to be matched with local organisations to volunteer their time as part of team building exercises and activities.

Since the program's inception, 260 BHP/BMA members provided 942 volunteering hours to organisations supporting community, family services, environment, women, children, social inclusion and seniors.

The BMA Rehabilitation and Closure Planning team volunteered their time to work with Save Our Waterways Now (SOWN) a community organisation working to restore the habitats of creeks in the catchments of Enoggera, Ithaca and Fish Creeks in Brisbane’s West.

Indigenous partnerships

BMA's relationship with First Nations peoples, especially in the areas where we operate, is fundamental to our business. Our continued efforts to be the partner of choice helps us deepen our listening, improve our understanding and move forward in the spirit of reconciliation.



Artwork by renowned artist Benji Isaacs.

Empowering generations: a groundbreaking agreement between BMA and Barada Barna people

The Barada Barna Aboriginal Corporation (BBAC), on behalf of the Barada Barna people, have entered into a Native Title Project Agreement (Agreement) with BMA for its operations in the Bowen Basin including Broadmeadow, Caval Ridge, Goonyella Riverside, Peak Downs and Saraji Mines.

Under the Agreement, BMA will provide financial benefits to be directed towards priority community projects that create more opportunity for Barada Barna people to live and

work on-country, strengthening this important connection. The Agreement also delivers financial benefits for social-economic purposes and opportunities in the form of contracting, business, employment, education, and training.

It is a benchmark in agreement making for BHP as the first contemporary comprehensive agreement negotiated since the launch of the BHP Indigenous Peoples Policy Statement (2022) and FY2023-2027 Elevate Reconciliation Action Plan.

To commemorate the signing of the Native Title agreement between Barada Barna and BMA, artwork by renowned artist Benji Isaacs was

commissioned. According to Benji, "the five main meeting symbols through the centre of the artwork represent each of BMA's steelmaking coal mines—Broadmeadow, Caval Ridge, Goonyella Riverside, Peak Downs and Saraji. These symbols also represent Barada Barna people's growth over the years, teaching the new generation its way of life. The 'U' symbols represent the Barada Barna people and the imprints left in the sand as they sat cross-legged. The brown through the centre of the artwork represents the Isaac River and the artefacts and tracks throughout the Bowen Basin."

National Reconciliation Week—Hay Point Lookout

BMA was proud to unveil plans for the Hay Point Lookout Cultural Garden through a tree planting ceremony with Yuwi Traditional Owners during National Reconciliation Week. The Dhana Garanya Bana (sit together outside) Cultural Garden reflects a commitment to reconciliation and collaboration between BMA and Yuwi Traditional Owners and the tree planting event highlighted a shared dedication to improving mutual understanding and deepening respect for Yuwi's traditional connections to land and sea country.



Barada Barna Aboriginal Corporation Directors join leaders from BMA, BHP and Mitsubishi Development Pty Ltd on Barada Barna country.



BMA Asset President, Adam Lancey, is presented with a boomerang by Yuwi Elder Uncle Philip Kemp to acknowledge the launch of Dhana Garanya Bana.



Bauru during sea trials.

Bauru

Over a year ago, Hay Point Coal Terminal (HPCT) began searching for a new tugboat to standardise its port operations. The HPCT team also identified an opportunity to partner with Yuwi Traditional Owners to give the vessel its own identity. The Tugboat—(Bauru) boosts the maritime fleet at Hay Point and improves safety and efficiency.

Bauru, meaning 'turtle', features artwork by Mackay based artist Leon Namai. Bauru reflects the strong partnership between Hay Point Coal Terminal and Yuwi built on mutual respect and trust. The cultural support of Aunty Veronica AhWang, Elders and Yuwi is deeply appreciated.

Building capability in healing Country

Queensland Indigenous Land Conservation Project (QILCP) is an innovative five-year collaboration between Traditional Owners and First Nations Communities, Greening Australia and BMA.

QILCP aims to co-design pathways to First Nations-led employment and enterprise by healing Country and improving water quality into the Great Barrier Reef.



Woorabinda rangers, Yuwi rangers and Barada Barna fire team participate in a collaborative cultural burning workshop, August 2024, Yuwi Country. Photo credit: Hayley Young.

As of June 2024, QILCP has seen twenty-nine projects delivered in partnership with five Traditional Owner groups, supporting 214 Indigenous participants, 63 employment opportunities and 70 Indigenous suppliers.

Together, these projects have so far stopped 11 tonnes of sediment reaching the Great Barrier Reef and rehabilitated 375 hectares of land through cultural burning.

Australian Coral Reef Resilience Initiative—Woppaburra Coral Project

The Woppaburra Coral Project is part of a A\$27 million investment in research focussed on developing tools to increase the recovery and resilience of corals in the face of climate change. Launched by the Australian Institute of Marine Science (AIMS) in partnership with the Woppaburra people in 2019, it also showcases the integration between contemporary science and Traditional Ecological Knowledge. Taking place on Woppaburra Country around the Keppel Islands off Yeppoon, Traditional Custodians have shared their cultural insights and gained hands-on experience and training in marine science and coral seeding.

The initiative is helping build Woppaburra capabilities to manage sea Country through formal training in coral aquaculture techniques and the creation of Indigenous Aquaculture roles within the project. Woppaburra have continued to build on this with the recent establishment of the Woppaburra Sea Rangers which contributes to intergenerational knowledge transfer and on-Country stewardship.



Woppaburra Coral Project personnel with coral samples.

Environment

We acknowledge the nature of our operations and that our environmental performance can impact the natural environment where we operate. Collective action in addressing environmental challenges is important and we continue to play a role in the broader response to climate change and achieving nature positive outcomes.

Through a variety of environmental partnerships and sustainable site practices our activities aim to protect the environment, enhance biodiversity and support the long-term wellbeing of the communities we operate in. Our focus is directed toward three main priorities: water stewardship, nature-positive solutions and climate change.

By engaging with the communities where we operate, and contributing to research, we ensure that our environmental efforts are aligned with local needs, creating long-lasting positive impacts for both the environment, the communities in which the projects are based and more broadly for the mining sector.

#SeaToSource Mackay

BMA is excited to continue our support for the work undertaken by Conservation Volunteers Australia (CVA) in helping communities take action for nature.

Since 2007, BMA has proudly partnered with CVA to engage the local community in environmental management activities at Hay Point (QLD) and surrounding environments, making considerable progress in improving, monitoring and assessing the environment of that region.

In 2021, BMA and CVA launched the BMA #SeaToSource Mackay project, aiming to empower individuals and communities to take action on ocean litter.

To date, BMA's ongoing support has allowed CVA to engage with 837 individuals across 68 community events.

Such events include beach clean-ups, source reduction workshops, and microplastic education events.

10 years of Healthy Rivers to Reef

BMA is a proud Partner of the Healthy Rivers to Reef Partnership, which works to monitor, report, support and improve waterway health in regional Queensland. In 2024 the group celebrated 10 years of environmental leadership in the Mackay, Whitsunday and Isaac (MWI) regions.

The Partnership is strongly connected to community, having provided regionally specific data for a decade, and facilitates many additional waterway and sustainability projects.

In 2024 the partnership:

- Released the 10th Waterway Health Report Card for the MWI region
- Celebrated 10 years of community through the Submerged in our Region Waterway Art Exhibition, part of the Mackay Festival of Arts
- Supported Traditional Owner participation and cultural knowledge sharing in water quality monitoring in the Whitsundays through Project Blueprint

- Supported the development of the Koinmerburra Healthy Country Plan
- Commenced the Healthy Rivers to Reef STEM Innovator Schools program, designed to inspire and engage students in environmental science and STEM careers.



Healthy Rivers to Reef Project Blueprint. Photo credit to Marty Strecker images.



BMA's Kelly Binder works with school students under the STEM Innovator Schools program.



CRC TiME Project 4.9—Mine Pit Lake Assessment and Management

BMA is providing support to this national initiative to ‘Support Mine Closure and Regional Opportunities’. The study has completed its first year of investigation with the team focusing on three tasks; supporting the business case for responsible reuse of pit lake water; mine pit lake classification and priority scenarios; and modelling to inform national guidelines.

Work included the completion of initial consultation with stakeholders to inform opportunities around post-mining land use of pit lakes and extensive discussions on selection of case study sites for future project consideration.

Fitzroy Regional Receiving Environment Monitoring Program (FRREMP)

The Fitzroy Partnership for River Health identified significant gaps and overlaps in environmental monitoring data across various catchments. This presented a risk of inefficient resource use, inconsistent data collection and potential safety hazards for fieldwork teams.

BMA, alongside mining industry collaborators and the Fitzroy Basin Association has steered

a transformative initiative in environmental stewardship through the implementation of the Fitzroy Regional Receiving Environment Monitoring Program (FRREMP).

The aim of a FRREMP is to monitor and assess the potential impacts of controlled or uncontrolled releases of wastewater and associated contaminants to the environment from a regulated activity.

ACARP—Researching our future

BMA is a major contributor in cash and in-kind to the Australian Coal Industry's Research Program (ACARP). The program is funded by the industry and managed via governing and technical committees of company representatives, including many from BMA. In its 30 plus year history ACARP has funded world-leading research into coal mine safety, productivity, environmental management, market support and greenhouse gas mitigation and has contributed greatly to the development of a robust Australian research capacity in these critical areas.

Examples of current research projects directly supported by BMA include Management Strategies For Invasive Leucaena on coal mine sites, the objective of which is to develop strategies to effectively manage the invasive species in rehabilitation on coal mine sites. A further example is Microalgae Cultivation as a low cost method for desalinating void water and generator of post mining bioeconomic activity from final voids.

This project is aiming to confirm microalgae production and desalination performance and assess effective microalgae harvesting, determine biomass composition and processing methods ultimately aiming to develop a valid commercialisation pathway and value chain to market.

This initiative enhances environmental monitoring, reduces costs and mitigates safety risks, thereby contributing to the Company's 2030 targets focused on Planet, People and Prosperity.



BMA Environment team member undertakes water sampling.

BHP



BHP Mitsubishi Alliance

BHP Mitsubishi Alliance (BMA) is a 50:50 joint venture between BHP Group Limited and Mitsubishi Development Pty Ltd that was formed in 2001.

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