

**Mt Arthur Coal (MAC)****Community Consultative Committee (CCC) Meeting****Wednesday 13 May 2026****Chairperson**

Dr. W.E.J Paradise (WP)

Independent Chair

Community Representatives

Claire Quigley (CQ)

Community Representative

Sue Gilroy (SG)

Community Representative

Stakeholder Representatives

Joan Wilson (JW)

Wanaruah Local Aboriginal Land Council (LALC)

Muswellbrook Shire Council (MSC)

Cr Jeff Drayton (JD)

Muswellbrook Shire Council

Tracy Ward (TW)

Muswellbrook Shire Council

Company Representatives

Darryl Messenger (DM)

General Manager

Amanda Walker (AW)

Manager Corporate Affairs

Jelinda Millgate (JM)

Principal Community

Chloe McLennan (CM)

Principal Environment

Apologies

James Nixon

Superintendent Environment

Theresa Folpp

Muswellbrook Shire Council

Di Gee

Community Representative

Minutes

Sarah Purser (SP)

1. Acknowledgement of Country; Led by DM.

2. Welcome & Apologies; WP opened the meeting at 9.31 a.m. welcoming all. WP introduced JW in attendance as a representative for the Wanaruah LALC, and recently appointed community representative SG. SG has worked in Singleton for a long period of time, SG provided an overview of her experience within the health industry, alongside having been President of the Business Chamber for a number of years, these roles have provided an opportunity for considerable community involvement. SG noted she is passionate about what is being done for the community now and going forward to ensure sustainability. Apologies were advised and recorded.

3. Declaration of Pecuniary Interest; Standing; WP is remunerated for Chairing the meeting, as is SP for preparing the minutes. WP acknowledged receipt of the CCC Declaration of Pecuniary Interest Forms from members. WP called for any other declarations, nil were put forward.

4. Minutes of the previous Meeting held 4 March 2026; WP confirmed the minutes had been circulated, finalised and approved as a true and accurate record. The meeting minutes are available on the company website.

Matters Arising

MAC to formalise their official CCC company representatives and provide these to WP.

- ✓ WP confirmed receipt of these from JM and that the MAC CCC Terms of Reference (ToR) had been updated accordingly.

MAC to provide detail for one elevated result at Sheppard Avenue Monitor DC09 during the previous reporting period.

- ✓ At today's meeting by CM.

5. Report from Chair

WP again welcomed SG, thanking her for joining the MAC CCC as a community representative. WP acknowledged Di Gee as being a long term community representative who had advised of a standing commitment on Wednesdays. WP proposed to change the meeting day going forward to accommodate Di Gee's availability and it was agreed to review forward dates at meeting close.

6. Operational Update | Reporting Period FY26 Q3 January to March 2026

Employee Initiatives

Employee Perception Survey (EPS)

This bi-annual survey affords an opportunity for MAC's entire workforce to provide their perceptions on how the business was going in relation to safety, engagement and overall business sentiment. DM advised there had been an uplift in the metrics which had been a very positive result. DM noted that as the 2030 closure date approaches, more employees appear to be feeling comfortable in knowing where the business is going and were considering their future and seeking additional training. The Production Team had been seeking broader operating skills, so as not to finish with one skill such as a truck operator, but multiple skills i.e. dozer, grader and excavator. In response MAC were working towards continuing that training lift across all teams, especially in the production space with off-site trades and operator skills being facilitated by external Training Companies. JD felt the interest in these type of skills indicated some positivity about ongoing opportunities within the mining sector.

Individual Pathway Plan (IPP)

DM noted that MAC had received quite positive sentiments through the IPP process. A further workforce survey was anticipated for late 2026 or early 2027. DM confirmed that employees had initially been exploring training options around mining skills and felt the next step may see a progression to considering where these skills can be applied i.e. civil or other industry, or alternatively employees may look at other options and new skills that may transition them outside of mining. DM noted that some employees had already been planning and working towards career transitions into other fields. DM was positive that on the main, employees were moving forward on the IPP curve.

Pride & Legacy Piece for MAC's Workforce

MAC has been focussing on maintaining a positive mindset within the workforce through to end of mine life, both to support a positive future for employees and ensure the site finishes safely. DM noted some long service periods and MAC will be celebrating these kind of workforce contributions via awards at key milestones. The Pride & Legacy piece will provide an opportunity for the workforce to consider what the mine site could look like into the future, a vision that can also be tied into community.

Community Tree Planting Day

Following on from the success of the 2025 event, another tree planting day was held on Saturday 28 March 2026 where MAC partnered with the Wanaruah LALC Parray Rangers program, along with Muswellbrook Rotary for catering. 42 community members had attended and planted 980 trees. MAC noted a large number of places had been taken up by employees, indicating their perception that planting done now is leaning towards the future legacy of the land. MAC intends to run tours for their team members to enable them to bring their families to site to show them their place of work and are also working towards holding a Community Open Day.

CQ queried how MAC employees were being shown the different options around education. DM responded that MAC had supported some career fairs involving TAFE, Defence and other industries showcasing their business offerings. More recently MAC had been encouraging their employees to research what careers they may be interested in. MAC offers a Career Counselling service, including individual questionnaire based assessments around career options and one-on-one planning. AW added that MAC had been sharing success stories about what some of the workforce had been undertaking to encourage curiosity and thinking around future planning.

JW highlighted the importance of resumes, acknowledging a number of people had been employed by MAC for significant periods of time. JW noted that when people look to go to other jobs, regardless of the industry, they will need a resume. JW felt it would be worthwhile for MAC to assist their employees to capture their work experience, along with finding the hidden skills that people may not recognise that they have. DM confirmed the Career Counselling would cover this in part and there is a time allowance given that MAC were not anticipating any redundancies until 2028, however DM acknowledged JW's valuable feedback and would take that on board.

Operations

Safety had been going very well on site. DM acknowledged, as with most business' in Australia, MAC had been impacted by the rise in fuel prices. DM noted that this is the same for every employee and community member, so MAC were not alone in that situation. Overall the coal market had been reasonably buoyant and planning for the year was looking fairly solid. MAC were close to finishing all the clearing required for their latest modification.

Community Sponsorships - Thriving Communities

Feedback from MAC's Workforce Focus Group had been the desire to see more of a visible presence of BHP in the community and to align support to groups that employees care about and are involved with. MAC introduced Grassroots Sponsorship Grants; a bi-annual offering of ten \$2,000 sponsorship opportunities for local sporting clubs and community groups with employees given the opportunity to vote on the applications, which had been very successful.

In relation to the Grassroots Sponsorship Grants MAC had received some strong proposals in terms of longer, broader forms of sponsorship which provide an opportunity to make a bigger impact across various sports, demographics and towns. MAC has provided sponsorships to; Singleton Rugby Union Juniors, Muswellbrook Cats, Scone Junior Rugby League and Singleton Strikers Junior Soccer. JM noted when community and MAC's employees are out at sporting games and the BHP logo is being worn by players, this provides a visible sense of what MAC is contributing to the community, MAC will continue to look at those opportunities going forward.

7. Pathway to 2030

Community Engagement - Tocal Field Days

JM advised this three day event had provided an opportunity for MAC to engage with a broad spectrum of people across the region and talk about MAC's closure, workforce support, potential future land use options and rehabilitation. A voluntary perception survey had afforded an opportunity for Tocal visitors to rank key priority areas and the results were shared with the CCC. JD felt Muswellbrook and Singleton communities would potentially prioritise rehabilitation before workforce support. JM acknowledged the visual appearance of the site post mining had been of interest, noting this visual aspect would certainly be of importance to Muswellbrook residents. JM noted that a number of people had signed up for MAC's newsletter which had also been positive.

AW noted these type of surveys assist MAC throughout their Closure Legacy Expectations Assessment (CLEA) by testing what information is of interest to the community, whether MAC's initiatives align with what the community is seeking, and provide an opportunity for feedback on any concerns.

Pumped Hydro Feasibility Study Update

In April 2025 BHP announced their partnership with Acciona to undertake a feasibility study into the potential for pumped hydro in MAC's final void post closure. MAC and Acciona have been working closely since and that has been progressing well. Work had been undertaken with both State and Federal Governments to keep them informed of the process and they have been engaged and supportive. There appeared to be good recognition that the pumped hydro has the potential to be a significant project for the region and the State with feasibility works being clear that technically this project is very positive and the site well suited.

There is a strong commitment from both MAC and Acciona to give the project every chance of support, being a significant scale project it does have associated challenges and more work to progress. The project will also require support from Federal and State Government along with the local community, private sector and industry.

JD queried the time frame on a decision regarding the pumped hydro and AW noted MAC's early investigations had been to provide an allowance to shape the final highwall to make this as conducive as possible to accommodating the pumped hydro facility.

CQ asked what would be considered the core challenges around pumped hydro and AW responded that to take any significant scale project from feasibility to a construction stage requires many pieces to line up along the way i.e. in terms of approvals, support and investment. MAC will also need to gain a certain level of confidence at key stages and had commenced considering what those critical toll gates would look like. AW reiterated there remains a lot of work to be undertaken and the positive side to the pumped hydro is that both MAC and Acciona believe this to be a technically strong project.

Mt Arthur Coal Community Fund (MACCF) Update

The concept for the MACCF is to have an Independent Board to oversee the expenditure of the \$30million fund and MAC will be seeking community representation from appropriately skilled people to join that Board and help make those funding decisions.

The MACCF Community Reference Group's (CRG) role will be to give the community a voice in decision making and future planning for matters that impact the local community. The CRG will be a two-fold group providing advice on priority areas within the community for funding and also work with BHP on some of their closure related matters. MAC had received a good response from the Expression of Interest to join the CRG that had been advertised their newsletter. MAC are seeking around 10 to 12 community members to sit on the CRG and at the time of this meeting there were a few places left, providing further opportunity for additional people to join that group if of interest.

MACCF Board of Directors

MAC acknowledged that the Board of Directors are an important part of the MACCF process and provided a detailed overview in relation to the following core competencies they would be seeking from board members:-

- Governance & Directorship, ACNC governance standards, board roles and meeting protocols.
The ACNC Act (the *Australian Charities and Not-for-profits Commission Act 2012* (Cth))
- Financial Literacy
- Risk Management
- Strategy & Oversight
- Legal & Regulatory Compliance - Corporations Act, ACNC Act and reporting requirements.

MAC advised they had prepared the skills competencies that they would be looking for in the MACCF Board of Directors confirming this was up for discussion with the CCC at today's meeting. JM noted in advance that MAC were appreciative of the insights and feedback from CCC members, acknowledging their experience with various committees and within relevant fields.

MACCF Board of Directors - Skills Matrix

Community Aligned Skills

Greater Hunter Community Knowledge; local issues, priorities, culture, stakeholders. Economic Development/Transition; regional diversification, industry transition, workforce strategy. Education and Training; VET, adult learning, tertiary and skills pathways. Health & Wellbeing; community health, mental health, youth wellbeing. Social/Cultural/Recreation; community programs, art, culture, sport and recreation.. Heritage Protection; Aboriginal heritage, Historic sites, cultural landscapes.

Philanthropy & Funding Skills

Grant making & Funding Assessment; evaluate proposals, value for money and alignment to purpose. Partnerships & Co-Investment; leverage government, industry and philanthropic funding. Impact Measurement; social impact frameworks and outcome evaluation.

Stakeholder & Community Engagement

Community Engagement & Leadership; build trust, listen and represent community voices. Government & Local Council Relations; policy, planning and local government engagement. Industry & Business Engagement; work with businesses, employers and chamber of commerce. Communication Skills; clear communication, public representation and advocacy.

Specialist & Technical Skills; Environmental Management; sustainability, environmental planning and stewardship. Digital, Data & Cyber; data governance and cyber risk awareness. Human Resources/People; employment, performance and capability development. Project Management; managing complex community or capital projects.

CCC Feedback

Governance & Directorship

JD noted the importance of the Chair's role in relation to effectively controlling governance. WP shared that during his past experience there had been a requirement to go through a Company Director's Course, for example via the Australian Institute of Company Directors (AICD). WP felt a full course would not be necessary and a good starting point would be to consider a short course for board members to enable them to become familiar with governance issues and to cover the key competencies MAC had presented. AW responded that MAC had been engaging with their Group Governance Team with regard to providing some initial induction training for the new board members, particularly in relation to the ACNC Act that MAC could deliver as an initial capacity build. In addition to this, AW felt it would be reasonable to make funding available to support directors to undertake the AICD course or equivalent within a certain time frame.

Skills Matrix

WP acknowledged that MAC had presented a comprehensive list of skills and assumed MAC would be looking to gain these skills through a combination of people with different areas of expertise. To be able to capture this level of skill sets, WP queried if MAC intended to seek board members from outside of the area, or just Muswellbrook. AW confirmed WP's sentiments, MAC are looking for a highly robust and transparent governance arrangement, therefore will be seeking knowledge of the local community, alongside the broader skill sets. AW felt this may potentially require a greater reach noting the priority funding area for the MACCF is Muswellbrook.

JD felt having board members with knowledge about coal mining and the area weighed heavily in relation to ensuring credibility. JD noted that if people do not know any of the members they may question the board's knowledge about what is going on within the community. JD's concern is that may result in a lack of local support and people not being able to enjoy and benefit from the decisions around funding. JW agreed if that credibility is there, community would be more likely to voice what they would like to see and buy in on how the funding is going to be spent. The value of the Community Reference Group was acknowledged as a point of contact for people to talk to and share their ideas.

JW believed that regardless of the board people sit on, if they are well known and respected within the community, people will come to them. In relation to community experience, CQ noted the importance of being able to work within community projects and not just to have experience in the commercial aspects of the board. CQ felt board members need to be able to truly consider the impacts on the community and region, and to be able to empathise with those.

CQ noted the huge opportunity for the MACCF to create great outcomes in relation to the legacy of the region. CQ felt it would be of benefit for board members to have some innovation experience i.e. an ability to look at things more broadly and to also try and test some ideas that may build and strengthen the community in different ways.

MAC thanked members for their valuable input in relation to the MACCF Board of Directors core competencies and skills matrix.

9. Reports from Community | Stakeholder Group Representatives

CQ thanked MAC for their informative and interesting presentations, noting a lot had been covered at today's meeting. CQ advised that she will be joining the Newcastle University - Upper Hunter, in a role that will be looking at; building opportunities around education, pathways for getting people into the University, and reviewing ways education can be made accessible, meaningful and practical. CQ's role will include engaging with Industry and Government to build relationships and partnerships. CQ hoped to have some updates for the CCC going forward around what this initiative was shaping up to look like. JD felt it was positive to see CQ in that role and for the University being active with those initiatives.

JW confirmed that the Wanaruah Parramatta Rangers had attended MAC's Tree Planting Day which had generated great feedback. JW noted this had provided the Rangers with an opportunity to get some experience on different sites and the Rangers had been appreciative of being involved. AW spoke highly of the Rangers attendance and efforts on the day, JW responded that the Rangers had really enjoyed the experience and continued to talk about it.

10. Report from Muswellbrook Shire Council (MSC)

Pilot Project; JD noted a number of departments including State and Federal Government were meeting in relation to rezoning land use for the Pilot Project. JD felt the outcome would likely be a form of a prototype that State Government would be able to utilise for land use matters. JD was looking forward to the outcome as there is a large amount of industrial land with the potential to provide a great deal of opportunities. MSC, BHP and State Government had been working closely in regard to this rezoning which had been positive.

Muswellbrook Bypass; In response to a query from WP, JD advised the next step was for tenders to go out, with works anticipated to commence in Q2 or Q3 2027. JD provided an overview of current transport routes that were being utilised to deliver components for the Energy Projects up north.

10. Rehabilitation and Environment | Reporting period: FY26 Q3 Janua

Rehabilitation; MAC's FY26 rehabilitation target is 70 hectares in the Saddlers North pit area, comprising of both woodland and pasture areas. The execution team had completed bulk shaping works and only the finishing touches remained for drainage lines and topsoil. 52 hectares had been seeded. The remaining area was on track for seeding in May.

FY26 Rehabilitation Maintenance; Weed treatment continued to focus on maintenance of FY25 woodland rehabilitation areas at Saddlers North and targeting exotic grasses in establishing woodland rehabilitation including VD4 and VD5.

Pest management programs were underway targeting; dogs, goats and pigs.

Other Activities; MAC's Rehabilitation Strategy was updated after MOD2 and submitted to the Department of Planning, Housing & Infrastructure (DPHI) following consultation with CPHR (State Department for Biodiversity), Muswellbrook Shire Council and the Resources Regulator.

On Site Nursery; Construction had begun to assist with tube stock supply and support local seed collection activities.

Environmental Performance; CM provided an overview of MAC's environmental monitoring results in relation to Air Quality, Water, Blast and Operational Noise, these details are provided to the CCC in the Meeting Pre-Read.

In response to a query from WP regarding one elevated result at the Sheppard Avenue Monitor DC02 reported at the previous meeting, CM confirmed that MAC had conducted a visual inspection and investigations confirmed there had been no activities in close vicinity to that monitor, it was therefore thought there may have been a localised source of disturbance that had passed through.

Regulator Inspections; There had been no inspections undertaken during the reporting period.

Environmental Reporting; MAC has completed, and therefore complied with, all annual reporting requirements under licence conditions. These reports are available to view on the BHP website:-

<https://www.bhp.com/environment/regulatory-information#>

13.General Business

Nil put forward.

14.Next meetings; 11 August and 17 November 2026

CM advised JN would be in attendance at the August Meeting and that she would be on leave. WP closed the meeting at 10.57 a.m. thanking all for their attendance and contributions.