

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.

FY2025

BHP and BMA Community Contribution Report

Queensland





Front cover images

The Queensland Firebirds at a Community Clinic in Mackay. Through our two-year partnership with Netball Queensland and the Queensland Firebirds, BMA has strengthened the Queensland Firebirds Futures Academy regional operations and supported the continued growth of netball pathways in Queensland.

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Acknowledgement of Country

BHP and BMA acknowledges the Traditional Owners and Custodians of the lands and waters where we live and work. We recognise their enduring connection to Country, culture and community, and pay our respects to Elders past and present.

We acknowledge the strength and resilience of Aboriginal and Torres Strait Islander peoples and their ongoing contributions to our business, our regions and our shared future.

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 FY2025 contribution to Queensland. All monetary figures are in Australian dollars unless otherwise stated. Disclosed figures are identified as BHP or BMA within the report.

Message from the BMA Asset President



Strong partnerships are central to the role we play in delivering steelmaking coal, which is helping build a better world from Queensland.

FY2025 has been a challenging year for Queensland's coal industry, with the Queensland Government's unsustainable coal royalties putting the sector under pressure and forcing difficult decisions.

Despite the challenges we're facing, which we know are also impacting the communities where we operate, we stand with the people and communities who enable the backbone of Queensland's economy—and who help bring the BHP Mitsubishi Alliance (BMA) to life.

As the largest private employer and a member of the Bowen Basin community for more than 50 years, BMA knows the importance of thriving and empowered regional towns and communities, and the enduring role we play in helping make this possible.

Our relationships with Traditional Owners, local suppliers, community partners, and regional businesses are of vital importance, and we remain

committed to delivering meaningful social, economic, and environmental outcomes today and into the future.

As our BHP/BMA FY2025 Community Contribution Report shows, this commitment is visible across every corner of regional Queensland.

The report also celebrates the lived benefits—from supporting education and skills development at all stages of learning, to providing grants for local events and initiatives, and investing in programs and partnerships that helped build stronger, more resilient towns and communities.

While the road ahead is challenging, we thank our partners for your continued support, collaboration, and trust.

Together, we're making a difference.

Adam Lancey
Asset President
BHP Mitsubishi Alliance

BMA's contribution at a glance in FY2025



\$6.4B
in payments to suppliers



\$1.5B
in state royalties to the Queensland Government, that's eight times more than what we made in profit



>\$100M
spent with Indigenous and Traditional Owner businesses



>\$9M
in voluntary social investment



>9,000
employees and contractors

We stand with the people and communities who enable the backbone of Queensland's economy—and who help bring the BHP Mitsubishi Alliance (BMA) to life.

Our approach

BMA is committed to creating long-term social value for the communities we're part of, both now and into the future.

Building on strong foundations, we aspire to create social value for society that is purposeful, proactive, mutually beneficial and respectful.

As a trusted partner, BMA is proud of the positive contribution we make to the Queensland communities where we work and live. This report highlights how BMA works in partnership to drive meaningful outcomes for communities across BHP's six pillars that make up our social value framework.

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

This report is a snapshot of some of the incredible work we were able to achieve through the strong partnerships we hold in Queensland, as we strived to do what's right, seek better ways, and make a difference.



Although Queensland's coal industry is facing challenges, we're confident our valuable partnerships, strong regional footprint and ability to adapt will set us apart.



Safety

In FY2025, safety remained more than a priority—it was a shared responsibility. We challenged assumptions, reflected on our practices, and renewed our commitment to protecting the health and wellbeing of ourselves, our colleagues, and the communities where we operate.

The ongoing delivery of the Fatality Elimination Program (FEL) has been a key contributor to a reduction in high potential incidents and significant event near misses, in conjunction with other key initiatives. The launch of our new and enhanced Employee Assistance Program (EAP) also benefited employees and their families by making face-to-face counselling services available in our regional communities.

BMA teamed up with Matt Stone Racing, a Queensland-based Supercar team, to further support our goal of fostering and delivering a high-performance safety culture at BMA. Building on the momentum of the Safety Starts with Me Program and the BMA Take 5 rollout across our operations, this partnership complemented our aspirations to embed safety as a core value.



BMA team at the Townsville 500 with Matt Stone Racing.

BMA's health and safety snapshot



0
fatality
(1 in FY2024)



2
high potential injury
(9 in FY2024)



0.1
high potential injury frequency
(0.3 in FY2024)



8
significant event near miss
(18 in FY2024)



0.3
significant event near miss frequency
(0.6 in FY2024)



5.5
total recordable injury frequency
(7.6 in FY2024)

Economic contribution

BMA continues to make a significant economic contribution to the Queensland economy, spanning wages, taxes, royalties, payments to suppliers and voluntary investment in projects in the communities where we operate.

Taxes, royalties and other payments to governments

BHP remains one of the largest taxpayers in Australia and continues to make a significant contribution to the Australian and Queensland economy. In FY2025, BHP paid approximately \$10.5 billion in taxes, royalties and other payments to governments in Australia.

In BMA, over the past decade, we have contributed more than \$21 billion in royalties to the Queensland Government. In FY2025, despite very challenging conditions for Queensland's coal industry, BMA paid a further \$1.5 billion.

BMA also makes a significant contribution to regional councils. In FY2025, BMA paid \$13.4 million to the Central Highlands, Isaac, Mackay and Whitsunday Regional Councils in rates, fees and charges, with approximately \$12 million paid to the Isaac Regional Council.



In FY2025, despite very challenging conditions for Queensland's coal industry, BMA paid \$1.5 billion in royalties. That's eight times more than what we made in profit.

Social investment

As part of our ongoing commitment to the communities where we operate, BMA has continued to make substantial contributions to a range of organisations and community groups in these regions.

In FY2025, BMA voluntarily invested more than \$9 million in education and training, Indigenous, environmental, economic development and health and wellbeing projects in Queensland.

Suppliers

In FY2025, BMA contributed \$6.4 billion to suppliers. This included spending over \$1.4 billion with more than 820 local suppliers. More than 50 Indigenous and Traditional Owner businesses shared in over \$100 million in expenditure.



Decarbonisation

BHP has a long-term goal of net zero by 2050. To support this goal, BMA remains committed to finding innovative solutions to reduce our operational greenhouse gas (GHG) emissions across our sites.

BMA plays a vital role in supporting BHP to meet its medium-term target to reduce 30 per cent of operational GHG emissions by 2030 from our FY2020 baseline, by sourcing low to zero GHG emissions electricity, minimising fugitive methane emissions, and leveraging existing and emerging technologies to find innovative mining solutions.

In FY2025, we signed a new seven-year Power Purchase Agreement (PPA) with Queensland's publicly owned energy generator and retailer CleanCo to supply 100 per cent renewable energy at BMA from FY2027.

This PPA enables BMA to continue sourcing expected electricity needs from low GHG emission sources—such as solar and wind, as well as pumped hydro—and shows a continued commitment to renewable power projects whilst supporting Queensland jobs and the communities in which we operate.

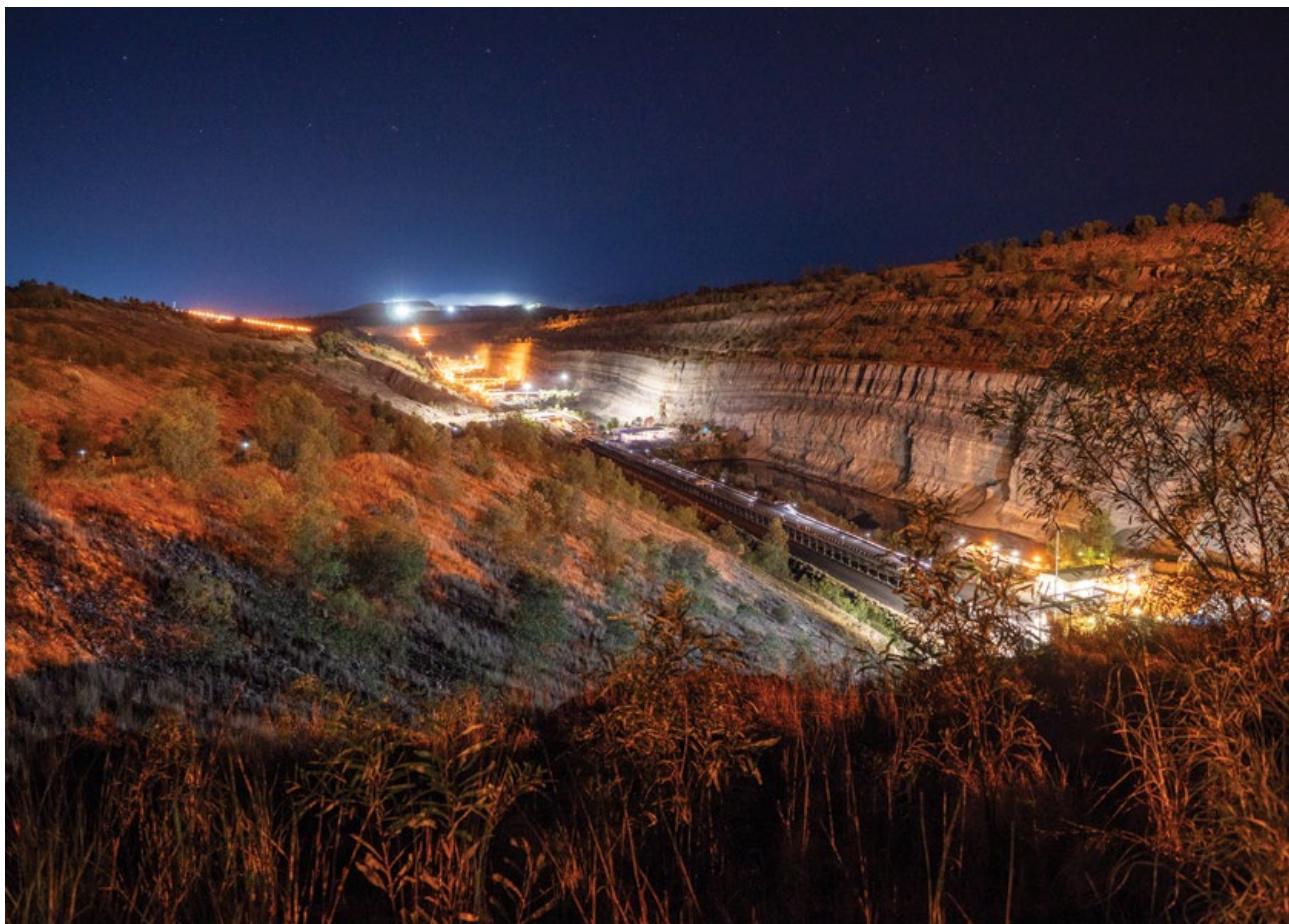
At our Broadmeadow underground mine, we continued to reduce our fugitive emissions through the flaring of pre-drainage gas as part of our gas safety management.

Teams also commenced a planned drilling program across our mines to obtain a deeper understanding of the gas resource to inform future emissions management and abatement options.

Studies and engagements to trial and test methane gas extraction techniques for our open-cut coal mining operations began with the goal of finding innovative solutions to reduce fugitive emissions.

BHP's operational GHG emissions in FY2025 were 36 per cent lower than the FY2020 baseline, a further four per cent improvement compared to FY2024.

BMA's Broadmeadow mine in the Bowen Basin.





Over 100 attendees joined the Mackay Region Chamber of Commerce Business2Business Brews event for the launch of a new micro-credential supporting regional businesses to reduce emissions.

Supporting regional businesses on their decarbonisation journey

The Decarbonisation Accelerated team and CQUniversity (CQU) launched a new micro-credential course, Decarbonisation and Gas Scope Emissions, at the Mackay Regional Chamber of Commerce Business2Business Brew's networking event attended by over 100 people.

Developed in partnership and funded by the CQU BMA Chair of Automation and Future of Work Skills project, the free course helps businesses understand and reduce greenhouse gas emissions. The course takes around two hours to complete and includes a Certificate of Completion and digital badge.

Key topics include greenhouse gas scope emissions, climate impacts, and practical reduction strategies. To date there have been over 60 enrolments.

This initiative builds capability across regional industries and supports workforce readiness and innovation.

Decarbonisation Accelerated is funded by the BHP Local Buying Foundation and delivered by GW3 and the Resources Centre of Excellence.

Reducing waste to increase value

In FY2025, the Pit to Port Resource Circularity Project moved into its next phase. Focused on BMA's Caval Ridge mine and Hay Point Coal Terminal, the project explored how circular economy principles can be applied across the mining value chain to reduce waste and maximise resource efficiency.

Through detailed mapping of material flows and stakeholder engagement, the Resources Centre of Excellence (RCOE) project team identified 44 circular opportunities. From these, three high-potential projects were selected for implementation and

have now been trialled as scalable region-wide solutions. To support this, the Bowen Basin Circular Consortium was established, bringing together stakeholders from government, industry, education, and the community.

The project was initiated and led by the RCOE—an independent innovation hub based in Mackay, Queensland—in collaboration with BMA and circular economy experts, Coreo and Metabolic. The next phase will focus on scaling pilot projects, formalising partnerships, and securing investment in circular infrastructure.



RCOE CEO Steven Boxall presented the Queensland Resource Circularity Project to the Local Authority Waste Management Action Committee.

Responsible supply chains

Local, Indigenous and Traditional Owner businesses are vital to building strong, resilient communities, and we're proud to support them through meaningful partnerships and initiatives.



100 per cent Indigenous owned and operated business 3BB has been contracted on BMA's Goonyella, Saraji, and Broadmeadow mine sites.

By establishing long-term, sustainable relationships with suppliers across our local regions, we're helping generate lasting economic and social benefits.

In Queensland this year, we spent over \$1.4 billion with local businesses and more than \$100 million with Indigenous and Traditional Owner businesses. A portion of this—\$113 million—was channelled through the BHP Local Buying Program, creating 7,775 work opportunities.

Delivered in partnership with C-Res, the Local Buying Program connects small, local, and Indigenous businesses with supply opportunities

across BMA and BHP. These opportunities help businesses grow, gain experience, and strengthen their capabilities. The Local Buying Program is the single contributor to the Local Buying Foundation, which funds initiatives that support workforce development, innovation, and business capacity building.

Thanks to our FY2025 spend through the Local Buying Program, the Foundation was able to run 12 active projects worth over \$3.2 million, further supporting the growth and sustainability of local and Indigenous businesses in our regional communities.

\$1.4B



spent with local businesses and >\$100m spent with Indigenous and Traditional Owner businesses in Queensland

\$113M



spent through the Local Buying Program

>7,700



local work opportunities through the Local Buying Program

BBAC Tendering Workshop

In March 2025, BMA partnered with the Barada Barna Aboriginal Corporation to host a two-day trade show and tendering workshop for Barada Barna Traditional Owner businesses. The purpose of the trade show and tendering workshop was to create lasting partnerships.

The event was held on Country and focused on connecting and harnessing opportunities for working together while the Traditional Owner businesses developed a greater understanding of BMA's processes, systems and supply chain.



Barada Barna Aboriginal Corporation trade show and tendering workshop attendees.



Queensland Trading Tracks team at the YARNZ networking event.

Championing Indigenous business

In its fourth year, Queensland Trading Tracks—funded by the BHP Local Buying Foundation—supported 67 Indigenous and Traditional Owner businesses through mentoring, strategic planning, and capability-building workshops. Delivered by MARABISDA Inc, Trading Tracks is an initiative dedicated to empowering Indigenous businesses across the Mackay and Isaac regions.

Queensland Trading Tracks collaborated with partners including Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP), Many Rivers, Indigenous Business Australia (IBA), and Mackay Isaac Tourism to contribute to major events in FY2025 that demonstrated the positive impact Indigenous businesses have across regional supply chains.

Events included the 2025 NAIDOC Awards and the YARNZ networking event, which hosted 21 Indigenous businesses.

Businesses also improved their digital efficiency and competitiveness through Queensland Trading Tracks tailored AI training sessions that were held throughout the year.



Members of the Isaac Business Chamber.

A new chapter for the Isaac Business Chamber

FY2025 saw the formalisation and growth of the Isaac Business Chamber, a key network to help advance regional economic development of the region. Formalisation of the Chamber was achieved thanks to the dedication of the team at the BHP Local Buying Foundation (LBF).

To ensure the success of the Chamber in establishing governance, expanding membership, and building operational capacity, the LBF worked in partnership with the Greater Whitsunday Alliance (GW3) to provide guidance and support. Building on

the great work previously achieved by the Isaac Business Support Program, the Chamber delivered professional development and networking events that fostered business resilience and leadership—while also extending its reach and impact beyond Isaac to engage neighbouring regions.

BMA's investment reflected a strategic focus on supporting organisations that drive regional prosperity. By backing the Chamber, BMA and LBF helped unlock local potential, strengthen small business capacity, and promote inclusive economic growth.

Growing regional businesses through partnership

BMA's partnership with the Resource Industry Network (RIN) supports over 8,500 regional suppliers across the Bowen Basin. By sponsoring key initiatives—including the International Women's Day Business Lunch, Safety Conference, Leadership and Innovation Conference, and RIN Business Awards. BMA helps build capability in the METS sector and promotes innovation, safety, diversity, and professional development.

In parallel, the partnership with the Mackay Region Chamber of Commerce strengthens advocacy and inclusive economic growth for small to medium enterprises. Through support of networking events, business awards, and educational programs, BMA contributes to stronger regional connections, Indigenous business engagement, and shared sustainability goals.



BMA Head of Procurement Cynthia Harrison provided a BMA business update at RIN's monthly industry briefing. Joined by Mackay Regional Council Mayor Greg Williamson, Chair of RIN Tim Magoffin and RIN Director Glen Anderson.

Safe, inclusive and future-ready workforce

Our people are at the heart of everything we do.

We believe that fostering a safe, inclusive, and diverse workplace is essential to helping our teams thrive. By empowering individuals in an environment where they feel valued and supported, we build the foundation for long-term success.

We're proud that nearly 40 per cent of our workforce is female, and over seven per cent identify as Indigenous.

Supporting future talent is a key priority and we continue to invest in programs that promote skill development and diversity, creating meaningful pathways for the next generation of workers.

As Queensland's largest regional employer, we take pride in building a workforce that reflects the diversity of the communities where we work and live. Our ongoing focus remains on cultivating a workplace that is safe, inclusive, and welcoming to all.



A Future-Ready region

This year saw BMA launch Future Ready—a five-year partnership enhancing regional education in the Isaac, Central Highlands, and Mackay regions. The partnership with the Queensland Department of Education has a goal to improve STEM outcomes across 18 state schools reaching over 7,000 students and teachers.

Future Ready connects education with workforce needs through direct investment, regional coordination, and partnerships. Students are exposed to innovations in STEM, digital technologies and artificial intelligence—while raising awareness of regional career pathways. Looking ahead, the partnership aims to embed future-focused learning and equip students with the skills and confidence to thrive in the evolving Bowen Basin economy.



 **18**
state schools engaged

 **7,000**
program participants

>9,000
employees and contractors

 **39.9%***
female  **7.8%***
Indigenous

* Percentages are a representation of employee workforce, excluding contractors.

 **145** apprentices
80 trainees

 **48** interns

 **42** graduates

In FY2025, BMA employed more than 9,000 people.



Participants at the Future Ready Conference and Workshop.

Youth Advisory Council

Young minds were inspired and shaped during the 2025 Youth Advisory Council (YAC) partnership. YAC students explored STEM careers and developed leadership skills whilst learning about the technological changes taking place in the resource sector.

Delivered in partnership with Smart Transformation and the Queensland Department of Education the program offered real-world experiences, including a site visit to a BMA operation and other excursions.



The 2025 Youth Advisory Council during their visit to Brisbane.

Students gained insights through immersive activities that focused on innovation, sustainability, and future industries—giving them the confidence and connections to pursue STEM related careers.

The YAC showcases BMA's passion for fostering young leadership and ensure youth voices are part of the conversation within the resources sector.



CQU BMA Chair of Automation and Future Work Skills Professor Rob Brown (centre), with RCOE CEO Steven Boxall and BHP Vice President Environment Mischa Traynor.

Strong communities, skilled futures

The partnership between BMA and CQUniversity (CQU) continues to strengthen regional communities by advancing future-focused skills and education. Through the jointly funded CQU BMA Chair in Automation (CIA) and Future Work Skills (CQU CIA) project, the partnership has delivered targeted initiatives to prepare regional workforces for emerging industry needs.

Key achievements include the completion of a job market analysis of the mining sector across Queensland and the Bowen Basin, and the

development of micro-credentials in Decarbonisation, Circular Economy, Industry 4.0, and Digital Capabilities. These programs support workforce transition and regional resilience, with further offerings under development. The CQU CIA also contributed to the establishment of the Country Universities Centre (CUC) Isaac, with a study hub operating in Moranbah and another to open in Clermont. The Chair will continue to work with community leaders to expand educational access and foster collaboration across the Greater Whitsunday region.

STEM Punks

The Queensland Future Skills Partnership (QFSP) is led by BMA and includes TAFE Queensland and CQUniversity Australia as education partners. This partnership has funded and facilitated the fast-tracked development and delivery of automated technology pathways, skillsets and qualifications in Queensland's resources sector.

In phase 3 of the partnership, QFSP partnered with STEM Punks Education to deliver an autonomous technologies taster program.

This interactive initiative was designed to introduce high school students to Industry 4.0 and autonomous technologies. Since the launch in term two of 2025, the program has been delivered to over 180 students across 11 Queensland schools.

During the workshops students were immersed in robotics, automation, Artificial Intelligence (AI) and data analytics. The workshops were designed to spark student's interest in emerging technologies and develop awareness of opportunities in the resources industry. A broader aim of the partnership was to remove barriers to participation and promote greater inclusion in future-focused industries.



Students participating in the autonomous technologies taster workshops.

Celebrating two decades of the QMEA and a five-year partnership

Over the past five years, our partnership with the Queensland Minerals and Energy Academy (QMEA) and Australian Resources Industry Skills Education (ARISE) has delivered meaningful outcomes to students across Queensland, New South Wales and Western Australia.

In 2025, the QMEA celebrated 20 years of sparking curiosity, shaping futures and building a pipeline of talent for the resources sector. At the anniversary event, BMA proudly received a Foundation Partner Award, recognising two decades of commitment to education and workforce development.

Adding to the celebrations, Rhiannon McCasker, Supervisor Main Field Projects at Peak Downs mine, was honoured with an Industry Champion Award for her outstanding mentoring through the Girls in Resources Leadership Skills (GIRLS) program.

Throughout the school year, programs such as Oresome Minds (STEM) Camps, Oresome Trades Camps, and the GIRLS Mentoring Program have brought the resources sector into classrooms and communities. The QMEA reaches thousands of students and teachers annually, with a strong focus on diversity and inclusion. Students from QMEA schools consistently outperform their peers in pursuing STEM and trade pathways.



BMA representatives with Moranbah State High School and Pioneer State High leaders at the QMEA 20th Anniversary celebration.



16 high school students took part in the Oresome Minds Camp at BMA's Saraji mine.

3,000



Students engaged in hands-on, industry-linked STEM and trade activities

Of these students:



53.8% **9.6%**
female Indigenous

412



teachers introduced to resource sector career pathways

202



BHP/BMA representatives connected with students and teachers to showcase real-world opportunities

10



scholarships awarded to support future talent



Apprentices at our Goonyella Riverside mine.

BMA Apprentice Program

BMA continued its long-standing tradition of providing apprenticeship opportunities at our Bowen Basin and Hay Point operations.

In January 2025, 34 first-year apprentices commenced the four year program across a range of trades including electrical, auto-electrical, boiler making, heavy diesel and mechanical fitting. The class of 2025 was 77 per cent female, included 33 per cent Indigenous participation and included participants ranging from school leavers through to mature aged apprentices.



34

First-year apprentices



77%

Female

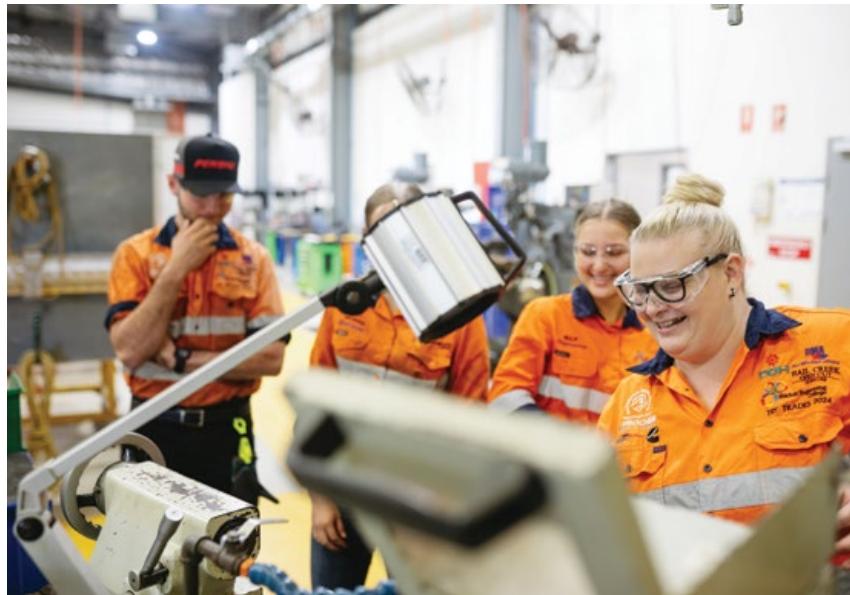
33%

Indigenous

Skills for Regional Queensland

Since 2021, BHP has supported Queenslanders in accessing new career pathways through the Future of Work program. To date, 478 Queenslanders have enrolled in training courses across a variety of fields, including health care and social services—with most Queensland students undertaking a Bachelor of Nursing.

Eligible students received contributions toward a wide range of study options that address skills shortages in targeted communities—from short courses to bachelor's degrees—thanks to the program's flexibility. These contributions are designed to help students upskill or pivot their careers, while directly addressing workforce needs in key communities.



Samantha is undertaking a Bachelor of Education (Secondary) to transition her career from teacher aide to a qualified teacher.

"Having these opportunities is just great for people like me. I know that I do not have to worry in the future about the cost of things or having a HECS debt because it's all taken care of. I'm very grateful to BHP for supporting the community and myself."

Samantha, Bachelor of Education (Secondary).

Thriving, empowered communities

Our partnerships matter. By building trust and working collaboratively, they enable us to meaningfully contribute as we build a better world from right here in Queensland.

The outcomes delivered across Queensland are a direct result of strong relationships with Traditional Owners, local suppliers, community partners, and our people.

In FY2025, BMA voluntarily contributed more than \$9 million in social investment funding across Queensland, supporting initiatives in education, skills and training,

Indigenous programs, environmental stewardship, economic development, and health and wellbeing.

This investment reflects our long-term commitment to enhancing the communities and regions we are part of. Through strategic partnerships and targeted grants, we supported a wide range of organisations, local clubs, and

activities that contribute to thriving, liveable and sustainable communities.

We recognise that addressing regional challenges requires strong collaboration, and we thank our partners and communities for working with us to deliver these positive outcomes.



Queensland Firebirds attending a community clinic in Mackay as part of their partnership with BMA.

A new era of care for BMA CQ Rescue

In FY2025, BMA and CQ Rescue entered a new era of aeromedical care, becoming its own air operator and welcoming two new AW139 helicopters. These aircrafts significantly enhanced the service's speed, range, and emergency response capabilities across Central and North Queensland.

BMA CQ Rescue completed 735 missions over the year, taking the total to more than 13,000 missions since the service began. Building on a nearly 30-year relationship, BMA as played a pivotal role in supporting CQ Rescue to deliver critical care to patients from remote cattle stations, offshore islands, and isolated regional highways where access to emergency medical services is limited.

"BMA stands with us as we move into a new era of aeromedical care. With our new machines, and the support of BMA, we will be able to save more lives than ever before."

Tim Healee, BMA CQ Rescue CEO.



BMA CQ Rescue team honed their skills through winch training exercises to ensure safety and readiness for every mission.

Meeting growing childcare needs

Now in its second year, BMA's partnership with Family Day Care Australia (FDCA) has expanded access to high-quality early childhood education in Moranbah and Dysart through the establishment of new family daycares and the training of new educators.

Two new educators were able to support 15 families with home-based care thanks to the program.

As part of our commitment to meet the growing childcare needs of BMA families and the wider community, BMA funded the professional development for two existing educators so they could attend FDCA's National Conference. This strengthened local capability and provided quality outcomes for community.

In FY2025, this partnership improved access to flexible childcare, supported workforce participation, and enhanced outcomes for local children. Further outreach is planned in FY2026 to grow the educator network and sustain childcare options.



Family Day Care provides a stable, home-like experience for children and families.

Childcare Leadership Alliance (CLA)

CLA helped communities develop scalable solutions for attracting, retaining, and upskilling early childhood and school-aged care educators.

Established in 2022, CLA is supported by BMA and Smart Transformation. Through a collaborative approach, CLA addressed workforce shortages as part of its ongoing commitment to expanding high-quality childcare services that support families and regional economic development.

The CLA continues to actively seek opportunities to sustain and expand the provision of services for educators, families and communities, ensuring our regional communities have access to high-quality early childhood education and care services that support both families and local economic development.



40
international
educators recruited



26
accommodation
solutions facilitated



15
professional
development
initiatives delivered



185
regional engagements



CLA pilot programs in Moranbah and Dysart have seen great success.

Outback Futures–Dysart Community Wellbeing Project

Through the BMA-funded Dysart Community Wellbeing Project, an initiative of Smart Transformation, Outback Futures is delivering critical allied health services while building a foundation for long-term community resilience. Eighteen months into the initiative, the impact is clear: children, teens, and adults are receiving improved access to counselling, occupational therapy, and speech pathology support through both face-to-face and telehealth sessions.

Hundreds of appointments have already been delivered, addressing mental health and developmental needs.

Beyond service delivery, the project is equipping local leaders to strengthen community connection and wellbeing. A sustainability plan is in progress to diversify funding streams and integrating services with other providers such as NDIS, Medicare, and regional health networks. This approach contributes to the ongoing sustainability of the program.



Outback Futures on the ground in Dysart delivering allied health services as part of the BMA supported Dysart Community Wellbeing Project.

4RFM amplified voices

In FY2025, 4RFM played a vital role in connecting and amplifying voices across the Isaac region through its multimedia platform and community activities. Through a five-year partnership with BMA, the United Communities project delivered programs that responded to local

needs, including RoadSafe Moranbah, annual memorial events, NAIDOC Week activities, and school programs. For over 25 years, 4RFM has been a trusted source of communication, creating opportunities that unite towns and communities.

Case Study Road Safety Week 2025

Year 12 students from Moranbah State High School participated in a wide load safety session at the Red Bucket, supported by National Heavy Haulage, Moranbah Police, and Moranbah Fire Brigade. This initiative was funded under the BMA Partnership Program–4RFM United Communities Project.

Year 12 students from Moranbah State High School participated in a wide load safety session during Road Safety Week 2025.





Families enjoyed the Playdough and Picnic event.

Connecting communities—strengthening local networks and belonging

The Dysart Community Support Group continues to support new and existing Dysart residents through the Connecting Communities Project, funded by BMA. The program provided opportunities for 3,000 people to connect, while promoting access to resources and networks.

Activities offered through the project include monthly Connect with your Community morning teas, moonlight cinema nights, social club, as well as key annual events, including Mental Health Week, and Australia's Biggest Morning Tea.

Case Study Playdough and Picnic

The Playdough and Picnic was a free event held at the Dysart Civic Centre. Families were invited to come along to squish and smoosh playdough, enjoy fresh fruit and make new friends. The event was hosted by the Dysart Community Support Group's Connecting Communities project.

Strengthening referral pathways with selectability

BMA's three-year partnership with selectability has delivered lasting benefits for mental health awareness and community resilience. The program focused on improving help-seeking behaviour and strengthening referral pathways, with targeted support for First Nations people, youth, and schools. More than 80 community members completed accredited Mental Health First Aid training, creating a strong foundation for early intervention and peer support networks.

Case Study Laughter Clinic

One highlight of the year was the Laughter Clinic, where an A-Grade Rugby League football team swapped their usual coaching session for a conversation on suicide prevention and mental wellbeing. Using humour and connection, the event broke down stigma and encouraged open dialogue—proving resilience starts with community.



Rugby League teams at the Laughter Clinic event held at Moranbah Miners Club.

Expanding corporate volunteering in Queensland

BMA and Volunteering Queensland deepened their partnership in FY2025 as they delivered on their transformative three-year Corporate Volunteering Program. The initiative is designed to strengthen community resilience, promote social inclusion, and support grassroots organisations across regions where BMA operates.

These efforts supported causes including homelessness, children's health, aged care, food insecurity, disaster relief, mental health, and Indigenous and migrant services.

This partnership exemplifies how corporate volunteering can drive meaningful change, foster employee engagement, and build stronger, more inclusive communities.



Corporate volunteering organised by Volunteering Queensland with Bushcare.

BMA Community Grants program

BMA's Community Grants Program (formerly known as the Benefiting My Community Program) provided grassroots support to locally led community initiatives in the Isaac and Mackay regions.

In FY2025, 58 community organisations and groups benefitted from the BMA Community Grants program.

Milestones achieved in FY2025



17
team-based
volunteering
opportunities
completed



216
BHP/BMA employee
volunteers engaged



824
hours contributed
to Queensland
communities



\$40,000
in social value
generated

Small grant

CUC Isaac vehicle driving education forward

BMA strengthened its commitment to regional education by providing a \$40,000 grant to Country Universities Centre (CUC) Isaac for the purchase of an outreach vehicle. This initiative supports students across the Isaac region in accessing tertiary and vocational education without leaving their communities.

CUC Isaac delivers free academic support, dedicated learning spaces, and a strong sense of local connection through its study hub in Moranbah, with a future hub planned for Clermont. BMA's investment enabled the CUC Isaac team to expand their reach—facilitating school visits, community engagement, and student support across the region.



(L-R) Isaac Regional Council Mayor Kelly Vea Vea, BMA Head of Operations Mariette Bylsma, CUC Manager Kim Edwards, and CUC Chair Cr Wescott handing over the keys to the new BMA sponsored vehicle.

Small grant

Pioneer Valley trail blaze a new path

BMA contributed a grant to support the development of Stage 1 of the Pioneer Valley Rail Trail. The seven-kilometre trail, opened in July 2025, transformed a disused rail corridor into a recreational and tourism asset in Gargett, Queensland. Driven by a dedicated group of volunteers, the project marked a key step in connecting Mackay to Finch Hatton.



The opening of Pioneer Valley Rail Trail, a community led passion project.

The Rail Trail showcased the region's natural beauty while promoting active lifestyles and community engagement.

Small grant

Safe Sleep bus initiative

Grants from BMA supported the delivery of three buses to support safer sleeping for people experiencing homelessness in Mackay and Sarina. Each bus provides up to 16 secure overnight beds, delivering dignity and safety to those in crisis. This grassroots initiative reflects BMA's commitment to community wellbeing through practical and innovative solutions.



The Safe Sleep Buses will provide up to 16 secure overnight beds.

Small grant

Youth sport in Moranbah

Through the BMA Grants Program, the Moranbah Hawks Junior Football Club received funding to purchase new portable soccer goals. The new equipment replaced ageing goalposts that no longer met Football Queensland's safety standards, improving safety and training flexibility.

The Hawks are Moranbah's only soccer club and are run entirely by volunteers. The upgraded goals now support weekly training and matches, as well as visiting teams during annual carnivals, enhancing the club's capacity to deliver inclusive and safe sporting opportunities for local youth. This initiative reflects BMA's ongoing commitment to supporting grassroots organisations that contribute to community wellbeing.



Justin Doherty General Manager of Caval Ridge mine joined the Moranbah Hawks Junior Football Club to celebrate the arrival of their new portable soccer goals.

Indigenous partnerships

BMA's connection with First Nations peoples is central to our business. By striving to be a partner of choice, we continue to listen deeply, strengthen our understanding and advance reconciliation.



Our celebration wrap event on Yuwi Country with representatives from Barada Barna, Yuwi, Woorabinda community, Greening Australia and BMA.

Healing Country, empowering communities

From 2019 to 2025, the Queensland Indigenous Land Conservation Project (QILCP) brought together First Nations communities, Greening Australia, and BMA as they restored 375 hectares of land and prevented 11 tonnes of sediment from entering the Great Barrier Reef each year.

Guided by culturally endorsed project reference groups, QILCP aligned activities with Healthy Country Plans and supported initiatives like the Woorabinda Ranger Project, which secured government funding for five full-time roles.

The project also explored environmental credit markets, including carbon and reef credits, and launched innovative efforts that are continuing beyond QILCP, such as the Barada Barna Fire Team and the Yuwi Blue Carbon Wetland Restoration project.

Beyond environmental outcomes, the QILCP project fostered cultural renewal, youth engagement, and community pride, demonstrating how co-designed, community-led conservation can deliver lasting social, community, economic, and ecological impact.

The Clontarf Foundation Mackay Academy

Since 2020, BMA and the Clontarf Foundation have partnered to improve education, wellbeing, and employment outcomes for young Aboriginal and Torres Strait Islander men across 25 academies in Queensland, New South Wales, and South Australia. A key achievement has been the establishment of a Mackay Academy, which has contributed to improved school attendance and successful post-school transitions.

Over 1,000 young men completed Year 12 during the partnership term, with more than 85 per cent entering employment or further study within a year. In 2025, BMA and the Clontarf Foundation renewed their partnership

for a further five years, with a focus on the Mackay Academy. The academy has expanded to support 120 young men, with an ongoing emphasis on mentoring, leadership, and career pathways.

BMA employees remained actively involved through academy visits, volunteering, and participation in employment forums—strengthening ties between the academy and the local workforce.

In honour of Mena Tuibua, the first Director of the Mackay Academy, who passed away earlier this year, BMA collaborated with the Clontarf Foundation and Mackay State High School to establish a five-year memorial scholarship fund. The fund



301

Aboriginal and Torres Strait Islander people participated



72

people were employed



68

people participated in 11 training courses



15

Indigenous businesses were engaged



3

project reference groups established



BMA representatives visit Mackay Clontarf Academy.

aims to continue Mena's inspiring work—supporting young Aboriginal and Torres Strait Islander men to complete their high school education and pursue brighter futures. His passion and dedication touched many lives, and this scholarship fund ensures his impact will continue for years to come.



BMA representatives and BMA funded scholar Danica Crebbin who graduated with a Bachelor of Psychological Science at the CQUniversity graduation ceremony in Mackay in May 2025.

CQUniversity's commitment to First Nations education

BMA and CQUniversity's Indigenous Engagement Division continued their partnership to support First Nations education, research, and community-led development. Through this collaboration, scholarships were provided across VET, undergraduate, postgraduate, and research levels, enabling several Indigenous students to graduate in fields such as paramedicine and digital media. These scholarships create opportunities for regional individuals to contribute to their home communities and help address skills shortages in regional Queensland.

In August 2024, the First Nations Community Engagement Toolkit micro-credential was launched,

focused on building cultural capability. Strong enrolments continue for the Guide to First Nations Community Engagement micro-credential, with over 80 enrolments to date. Co-designed research projects have focused on long-term, place-based solutions, reinforcing BMA's commitment to inclusive education and economic empowerment.

BMA representatives regularly engage with CQUniversity scholars and staff through events and strategic forums, reaffirming the shared commitment to building a future where First Nations students, researchers, and communities thrive—through education, economic empowerment, and enduring partnership.

NAIDOC Week 2025 Celebrations

In July 2025, BHP celebrated 50 years of NAIDOC Week, honouring Indigenous voices, culture, and resilience. The theme, "The Next Generation: Strength, Vision & Legacy," recognised Elders and emerging First Nations leaders. Across Yuwi, Barada Barna, and Yuggera and Turrbul Country, BHP and BMA hosted cultural events, including a Welcome to Country, dance performances, workshops and Indigenous vendor showcases.

These activities fostered learning, pride, and unity, as well as reaffirmed BHP's commitment to celebrating and elevating Aboriginal and Torres Strait Islander communities.



NAIDOC celebrations at Hay Point Coal Terminal.



Deb Clarke from the Yuwi Corporation standing in the gathering circle.

Opening of Hay Point Cultural Garden

This year, BMA and Yuwi Aboriginal Corporation officially opened the Dhana Garanya Bana Cultural Garden at Hay Point Lookout. The initiative, deeply rooted in the spirit of reconciliation, was a testament to the strong partnership between BMA and the Yuwi people.

The Yuwi Aboriginal Corporation curated the beautiful garden creating a space for reflection, learning and unity. All can come together, listen to the voices of First Nations people, and work towards a more united future.



Four wooden shields representing the Apical Ancestors.



Ramsamy Crane Hire was presented with the Large Business NAIDOC Award.

Small grant Celebrating First Nations business excellence

As part of our commitment to Indigenous partnerships and thriving communities, BMA proudly supported the 2025 Mackay NAIDOC Awards. The sponsorship focused on the Large Enterprise Award category, which recognised Ramsamy Crane Hire, a locally owned Indigenous business with over 40 years of service in the region.

The Awards celebrated the achievements of First Nations businesses and inspired emerging entrepreneurs. With over 150 guests in attendance, the event showcased the power of community recognition and collaboration. The partnership reflects BMA's ongoing commitment to Indigenous economic participation, cultural pride, and community resilience in the Mackay region.

Healthy environment

We understand that our operations interact with the natural environment, and we are committed to managing this responsibility with care.

Addressing environmental challenges is a shared journey, and we are committed to playing a role in the broader response to climate action and fostering nature-positive outcomes.

In FY2025, we continued to strengthen our environmental efforts through strategic partnerships and sustainable practices.

Our approach included three key areas: responsible water management, initiatives that enhance biodiversity, and actions to mitigate climate change.

By collaborating with local communities and supporting research, we ensured our environmental initiatives aligned with local priorities.

BMA's Carbon Planet partnership helped deliver meaningful, long-term benefits for the environment, the communities we work alongside, and our industry.

Partnering for healthy waterways—valuing riparian carbon

Rivers are vital ecosystems that support biodiversity, provide water for communities and agriculture, and hold deep cultural significance particularly for Indigenous communities. Recognising this significance, BMA partnered with Carbon Planet on an 18-month social impact initiative, Catchments of Carbon, to transform how Australia's waterways are valued and managed.

This collaboration led to the development of a new riparian carbon method and calculator, now submitted for accreditation with the Clean Energy Regulator. Tested on the Myuna region, this project involved detailed mapping, field assessments, baseline riparian carbon evaluations, and water quality and



Field Assessment at Bowen River, Myuna.

eDNA testing to assess the carbon sequestration potential of riparian zones. These insights provided a strong foundation for understanding natural capital opportunities.

This partnership has developed a business case for river restoration,

which is now informing future management and investment decisions. The Myuna Project served as a case study to support the national framework—helping to drive improved outcomes for rivers, communities, and the broader environment.



Connecting people, place and the environment

As a member of the Fitzroy Partnership for River Health (FPRH), BMA continued supporting efforts to protect more than 20,000 kilometres of waterways across the Fitzroy Basin. This vital partnership brings together government, industry, research, and community stakeholders to promote long-term waterway health and regional sustainability.

This partnership plays a key role in driving informed decision-making and fostering initiatives that support both environmental stewardship and regional development.



Fitzroy Partnership for River Health provides a more complete picture of river health in the Fitzroy Basin.

Strengthening regional waterway knowledge

BMA continued its long-standing partnership with the Healthy Rivers to Reef Partnership (HR2RP) and local Traditional Owners to support water quality monitoring across the Mackay, Whitsunday, and Isaac region. A key milestone was achieved when HR2RP's Project Blueprint contributed water quality data to the region's Waterway Health Report Card for the first time.

During the year, more than 500 regional students were engaged in STEM activities across communities, while collaboration with CSIRO captured community perceptions of waterway health—highlighting the social and environmental value of the initiative.



BMA's Samantha Mawhinney with students from Moranbah East State School as part of the Healthy Rivers to Reef STEM Schools program.



Project Blueprint is a collaboration between industry, science, community, tourism operators and Traditional Owners.



Seven years after rehabilitation.

Woodland habitat rehabilitation seeded in 2007 at a BMA mine. Photo credit: Peter Berghofer.

Better Rehabilitation for long term land use

BMA's Better Rehabilitation Program is focused on improving mine rehabilitation through innovation and science. With significant rehabilitation planned over the next decade, the program targets landform design, soil and capping materials, revegetation, and

monitoring and maintenance. It supports future land uses such as cattle grazing, woodland habitat, watercourses, and grasslands.

Initial projects in composting, erosion control, and eco-engineering of growth media are addressing legacy challenges.

At the same time, collaborations with leading universities and environmental experts are ensuring solutions are research-based and scalable. Emphasis on community and stakeholder engagement is building future opportunities in seed harvesting and organic waste reuse.

Sondella Compost project

The Sondella Compost Project is turning waste into opportunity by addressing the long-standing challenge of topsoil deficits in mine rehabilitation. In partnership with Sondella, a local abattoir, near Moranbah, BMA is transforming organic waste into high-quality compost, supporting both land stewardship and circular economy outcomes.

By combining feedlot manure, abattoir waste, and on-site carbon sources, the project produces nutrient-rich compost for use in mine site rehabilitation. The results of a 12-month trial currently underway will guide the application of this locally produced compost to improve soil quality and support successful re-vegetation.



Sondella was engaged through the BHP Local Buying Program, reinforcing support for regional businesses and sustainable waste management.

A landholder shares local whitewood and brigalow seeds with BMA representatives during a site visit to support the Sondella Compost project.

Students tackle marine debris

BMA's #SeaToSource Mackay initiative, in partnership with Healthy Rivers to Reef Partnership, engaged students in a marine debris workshop at Cape Hillsborough. Students collected 20 kilograms of litter, mostly plastic, while learning about ocean pollution and its impact.

The activity aligned with the core goals of the BMA #SeaToSource Mackay project, which is part of a broader partnership between BMA and Conservation Volunteers Australia (CVA).



Slade Point State School students participating in a CVA beach clean up.

The #SeaToSource initiative is focused on reducing ocean litter by engaging with local communities, schools, and stakeholders in education, clean-up events, and sourcing reduction strategies.

Regenerative agriculture at Tomaren

Tomaren, a BMA-owned grazing property near Caval Ridge mine is emerging as a flagship for BMA's contribution towards BHP's 2030 Healthy environment goal.

The agistees, local landholders with deep family ties to the land, have proactively adopted regenerative

methods, including erosion control, building drought resilience, monitoring of soil health, and development of feed budgets and property management plans. BMA has supported baseline data collection that will measure improvements to the natural environment.

The successful management of Tomaren demonstrates what's possible when partnerships foster resilience and stewardship, contributing meaningfully to broader environmental goals.

Tomaren grazing property a 4,931-hectare grazing property near BMA's Caval Ridge mine.



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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