

Potash Pages Community Newsletter

April 2025

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A message from Simon Thomas, Vice President Projects Potash

We're thrilled with the level of progress at the Jansen site and are excited to share our recent achievements.

On February 21, we accomplished a significant milestone by successfully connecting two vertical underground shafts: the Service Shaft and Production Shaft. The tunnel now forms a continuous lateral connection essential for airflow and further development activities. I am so proud of our team who safely delivered this major advancement in our mine's development.

We also celebrated five years of our partnership agreement with the George Gordon First Nation. This

partnership highlights the essential contributions of First Nations communities to the Jansen project, including mutually beneficial opportunities in employment, business, environmental management and community development.

Additionally, we're proud to announce that BHP is recognized as one of Saskatchewan's Top Employers for 2025. This award celebrates leading employers across the province based on criteria like workplace culture, employee health and professional development opportunities.

As the year ramps up, we're looking forward to completing development of the Spoils System, an important piece of infrastructure that manages waste material from the mine. By year-end, all dry building modules will be installed. We'll also begin underground construction and launch Drum Miner 2 — a continuous mining machine used to cut and extract potash. These phases will take hard work and dedication, but we're confident our team is up to the task.

We remain committed to being good neighbours and creating opportunities for economic prosperity. Let's keep building a strong and thriving community together.



BHP achieves breakthrough in shafts connection

The Jansen mine reached another major milestone in early 2025. On February 21, the connection of the Service Shaft and Production Shaft marked significant progress in underground development. At 10:17 a.m. local time, our team successfully broke through the final rock, forming a continuous lateral connection between the two vertical shafts, located approximately 940 metres below the surface.

"This is a big step forward in our mission—to build Jansen safely and load our first train with potash," said Karina Gistelinck, Asset President Potash. "The successful completion of the lateral connection underscores the dedication and expertise of all the teams working on the project."

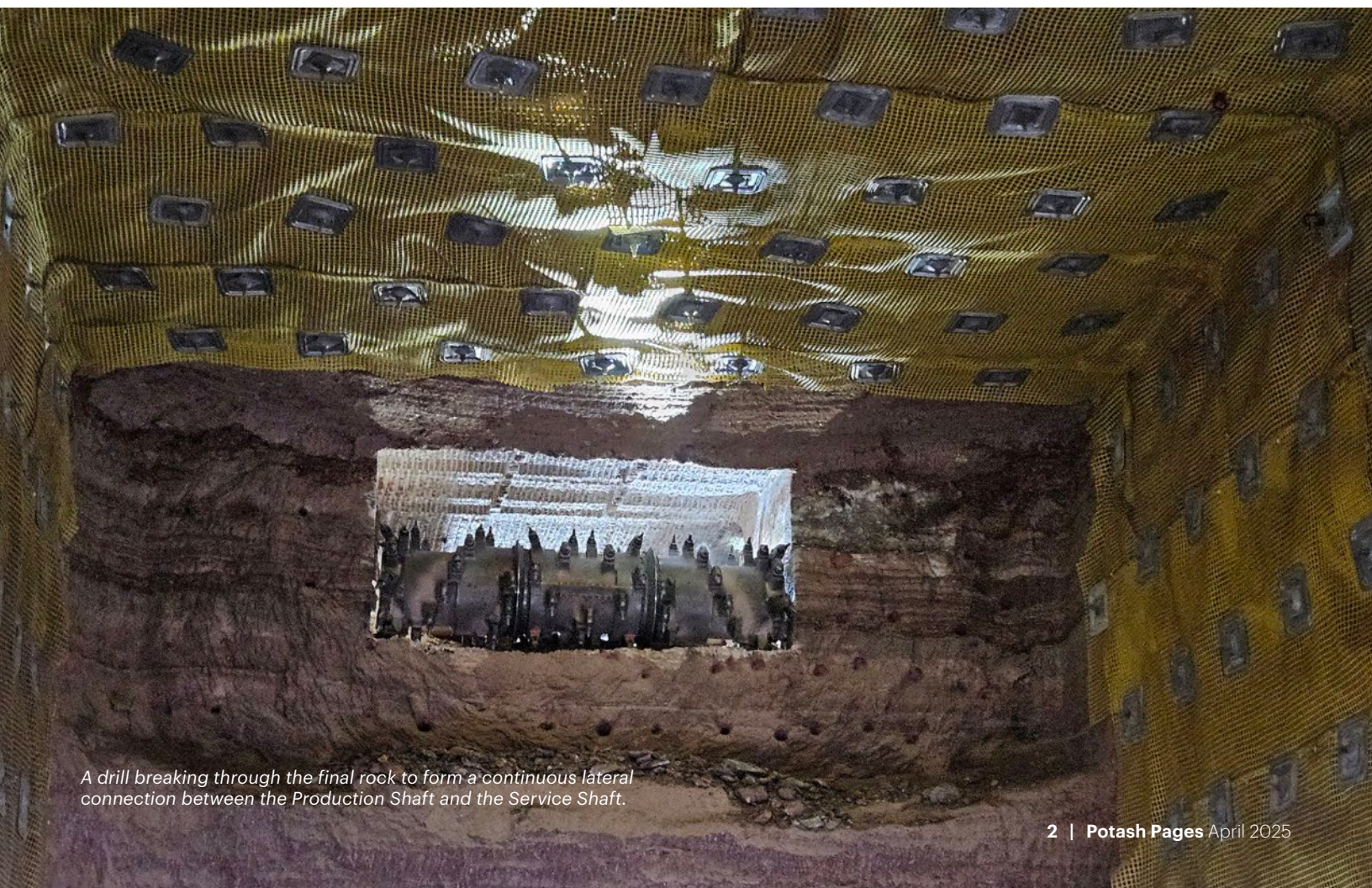
Excavation of the 350-metre-long tunnel began on December 20 of last year. The finished structure is an impressive ten metres wide and three metres tall. John King, Area Manager Jansen, explained: "The project required the removal of approximately 30,000 tonnes of rock—equivalent to the weight of 200 Boeing 747 aircraft."

Brad Cross, General Superintendent Jansen, noted: "This connection serves as a vital link, enabling airflow throughout the mine and supporting further development. It also establishes a secondary access point, allowing for the movement of personnel, product and essential equipment in and out of the mine."

"This is essentially a one-time milestone," said Megan Epp, Development Superintendent Jansen. "It's the only time this will happen, and having that secondary egress in place with flow-through ventilation is a huge achievement."

"I want to thank everyone who contributed to this milestone—our projects, operations, maintenance, planning and technical teams, along with our contracting partners including Hatch, Bantrel, DMC Services, Thyssen, Redpath, Ledcor, ABB, Arup, Lafarge, RFK and Cementation," said Simon Thomas. "This achievement reflects the strength of our collaboration and the expertise driving the Jansen project forward."

The Jansen mine has the potential to become one of the world's largest potash mines, supplying potassium to enrich soil and help maximize food production. This breakthrough brings the project one step closer to that goal and is a tangible symbol of progress.



A drill breaking through the final rock to form a continuous lateral connection between the Production Shaft and the Service Shaft.

Five-year Opportunity Agreement celebration

BHP is proud to hold Opportunity Agreements with six neighbouring First Nations—Kawacatoose, Daystar, Muskowekwan, Fishing Lake, George Gordon First Nation and Beardy's and Okemasis' Cree Nation.

This month, we celebrated the five-year anniversary of our agreement with George Gordon First Nation at the George Gordon Developments Ltd. Partnership Forum, hosted by Chief Shawn Longman.

"BHP values our longstanding agreements with First Nations communities," said Karina Gistelinck, Asset President Potash, during her keynote speech. "They help us realize long-term, mutually beneficial opportunities in employment, business, environmental management and community development."

Karina thanked George Gordon First Nation members and businesses for the essential work they perform at Jansen.

"They run the buses transporting our workers, manage the camps, conduct high-voltage testing to keep our workers safe and deliver critical infrastructure in the wet and dry mill areas. We also have around 80 George Gordon First Nation members working at Jansen, including two BHP employees—one apprentice and one trainee."

Karina also highlighted social investment initiatives supported by BHP through the agreement, which help strengthen communities and support development.

"I look forward to continuing our work with George Gordon and all our First Nations partners. It's a future full of opportunity as Jansen moves from a vision to reality. I'm proud of where we are today and everything we've accomplished together."



Chief Longman from George Gordon First Nation shakes hands with Karina Gistelinck, Asset President Potash, during the George Gordon Developments Ltd. Partnership Forum.

These relationships form the foundation of BHP's Canada Indigenous Partnerships Plan, which outlines our commitment to supporting community wellbeing, capacity-building and a shared future that honours both ancestors and generations to come.

To read more, search for BHP's **Canada Indigenous Partnership Plan** online.

BHP named one of Saskatchewan's top employers

We're proud to share that BHP has been recognized as one of Saskatchewan's Top Employers for 2025. This achievement reflects our positive, inclusive workplace culture and our ongoing efforts to attract and retain top talent as we prepare for operations.

The annual award celebrates leading Saskatchewan-based employers, recognizing workplace culture, employee health, financial and family benefits, vacation policies, professional development opportunities and community involvement.

Among the reasons for our selection, our Big Thanks recognition program, formal days earned off and parental leave top-up stood out as key differentiators.

Our commitment to fostering a respectful and diverse culture was featured in an interview with Asset President Potash, Karina Gistelinck.

"We're proud of our accomplishments, but they don't just look good on paper," said Karina. "There has to be a business reason—and research shows that diverse, inclusive teams are safer, both mentally and physically. They're also more productive, creative, innovative and better at managing risk."

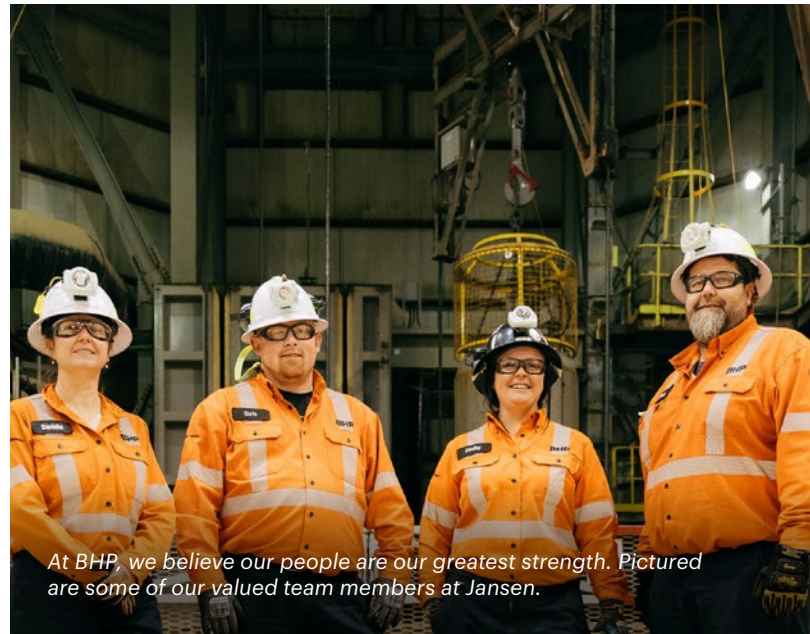
We also spoke with members of the Potash team about what makes BHP a top employer in their eyes. A shared commitment to inclusion, growth and collaboration came through in every response.

"To me, the experience of working with a diverse team of professionals from various backgrounds and cultures is what makes my work exciting," said Janet Lau, Operating System Deployment Coach. "I've had the opportunity to work at BHP in various capacities throughout the years, and I continue to be impressed by the team's dedication to supporting growth and development."

"As an employee who has worked at a major multinational oil and gas company, I'm happy to see BHP's commitment to employee well-being and growth," said Daisy Brown, Principal Safety Operational Readiness. "There is a conscious effort to make people feel valued through a supportive and inclusive culture, visible in our programs and networking groups."

"There's not just one thing that makes BHP a great place to work," added Gavin Rans, Manager Employee Relations. "The career opportunity and challenge of bringing the Jansen mine to life is a once-in-a-lifetime experience. BHP has built a strong brand and reputation, which is clear from how many friends and family ask me what it's like to work here—I've got nothing but great things to say."

At BHP, we believe our people are our greatest strength. Being named one of Saskatchewan's Top Employers is not just a recognition—it's a reflection of the culture we're building together. As we continue to grow, we remain committed to fostering a workplace where every team member feels valued, supported and empowered to thrive.



At BHP, we believe our people are our greatest strength. Pictured are some of our valued team members at Jansen.

Stay up-to-date on Jansen



Visit teamjansen.ca to find the latest Jansen news as well as procurement and project information.



Learn more about BHP in Canada by visiting bhp.com. Or join our **mailing list** to receive regular project updates.

Career opportunities



bhp.co/CAjobs: Visit our careers website to access career opportunities with Potash in Canada.



bhp.co/SKjobs: Visit our project website to access contract opportunities at Jansen.

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Potash community enquiries

We are committed to listening to community needs and responding promptly, fairly and with respect. If you have any concerns about how BHP is operating in your community, we would like to hear about it. Please feel free to contact your local Corporate Affairs representative via email at potash.communityenquiry@bhp.com.