

## Potash Pages Community Newsletter

January 2025

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#### **A message from Simon Thomas, Vice President Projects Potash**

Happy New Year and best wishes from everyone at the Jansen Project! We look forward to another safe and productive year at the Jansen mine site.

Reflecting on 2024, we've completed over 60 per cent of Jansen Stage 1 and initiated 5 per cent of Jansen Stage 2. Our community has grown, with nearly 100 team members now residing locally, enhancing our integration and commitment to the area.

Late last year, we transitioned from the development of the production shaft to active underground mining. We completed foundational work for the raw ore and product handling buildings and installed Blair hoist equipment,

ensuring safe transportation for our operators between surface and underground levels.

We kicked off 2025 by inaugurating the first cohort of BHP's Potash Academy which equips our trainees with essential skills to excel as production or maintenance technicians, following their training at Carlton Trail College.

Our focus for the upcoming year is on expanding our operational teams and enhancing our facilities. We aim to bring more than 600 people into the local communities as we prepare for full-scale operations. We are also gearing up for the arrival of our BHP potash railcars and the completion of the horizontal shaft connection between the production and service shafts. We are on track to finish the tailings management area and start processing tailings later this year.

These concerted efforts are propelling us towards our first production milestone by the end of 2026. Our commitment to safety and community engagement continues to drive our progress as we strive to enhance Saskatchewan's local economy.

Thank you for your ongoing support. We are excited to continue working with our communities this year to build a future that benefits us all.





The inaugural cohort of BHP's Potash Academy pose in front of Discovery Lodge

## First cohort begins at BHP Potash Academy

BHP and Carlton Trail College are excited to announce the opening of the BHP Potash Academy and the arrival of its first group of trainees. In January 2025, thirteen trainees started their program, beginning with an orientation at the Jansen mine site, followed by classes at Carlton Trail College in Humboldt.

This eight-month paid traineeship program is designed to prepare newcomers to the mining industry with necessary skills for production or maintenance technician roles at the Jansen mine. The program combines classroom and practical training. Upon completion, trainees will receive a Certificate in Mining Essentials and an Applied Certificate in Industrial Mechanics, qualifying them for permanent full-time positions at the Jansen mine to support our operations.

Graham Reynolds, General Manager of Operations at BHP, commented on the initiative: "It's an exciting day for us as we continue to expand our collaboration with Carlton Trail and welcome our very first cohort to the Potash Academy. The establishment of this academy marks a significant milestone in supporting the sustainable growth of Jansen and fostering economic engagement in the area. We are enthusiastic about the diverse experiences and fresh perspectives the trainees will bring to BHP and the mining sector."

Amy Yeager, President and CEO of Carlton Trail College, shared her thoughts on the partnership: "Launching this partnership with BHP is a transformative step towards linking educational needs with the practical demands of the workforce. This program is a cornerstone in our commitment to pioneering an educational model that directly impacts the future of training and industry integration."

Ken Cheveldayoff, Saskatchewan's Minister of Advanced Education, applauded the collaborative effort: "BHP's commitment to fostering educational partnerships has been pivotal in developing a skilled workforce that mirrors our diverse society. This initiative is a prime example of the success achievable when educational institutions and industry giants join forces to tailor training opportunities that address the needs of both the local workforce and employers."

Scan the QR code to learn more about BHP's Potash Academy and explore application details.



## BHP celebrates agriculture at Canadian Western Agribition

BHP proudly attended and sponsored Canadian Western Agribition, one of Canada's largest livestock and agribusiness shows, in November 2024. The six-day event in Regina featured more than just livestock shows and rodeos; it was also a forum for education, Indigenous agriculture and business networking. With over 143,000 attendees, the event is an annual celebration of Canada's rich agricultural heritage.

Potash, a crucial component in fertilizers for boosting crop yields, plays a vital role in supporting the needs of a growing global population. At the Agri-Insights: Breakfast in the Barns, hosted by the Regina Chamber of Commerce, Karina Gistelink, Asset President Potash, gave the keynote speech. She stated, "Jansen isn't just about mining — it's about empowering farmers with the tools they need to sustainably feed the world."

Aligned with BHP's commitment to supporting local communities and global food security, Karina and Brandon Craig, President of Minerals Americas, visited the Regina Food Bank's community food hub on November 27. This visit underscored the impact of BHP's previous \$350,000 donation made in August 2024, which supported the food bank's food sovereignty program and funded an Indigenous mural by Chanel Yuzicappi from Standing Buffalo First Nation in Treaty 4 Territory.

BHP also supported the Indigenous Agricultural Summit as the lunch partner, where Courage Bear, Manager of Indigenous Engagement, discussed the Jansen project. The summit, themed "Nourishing Nations

and Empowering Generations," provided an excellent platform for BHP to connect with new people and explore potential collaborations. This engagement aligns with BHP's track record of awarding over \$850 million in contracts to Indigenous businesses at Jansen since 2021 and our aspiration to achieve a 20 per cent Indigenous workforce by the operational start of the Jansen mine in 2026.

BHP was also the proud Presenting Partner of the Maple Leaf Finals Rodeo, a top four-day rodeo event that drew thousands and showcased exceptional athleticism and resilience. Canadian Western Agribition proved that sustainable agriculture relies on strong partnerships.

"The event was a great success," said Brandon Craig. "Agribition showed that Saskatchewan agriculture is not just vital to our province but also a cornerstone of global food security. With Jansen now over halfway to completion, BHP is committed to supporting farmers, strengthening communities and ensuring Saskatchewan's leadership in sustainable agriculture continues to thrive."

Together with partners like Canadian Western Agribition, BHP is helping to build a sustainable future where agriculture continues to prosper and nourish communities for generations to come.



Karina Gistelink, Asset President Potash, attends Canadian Western Agribition

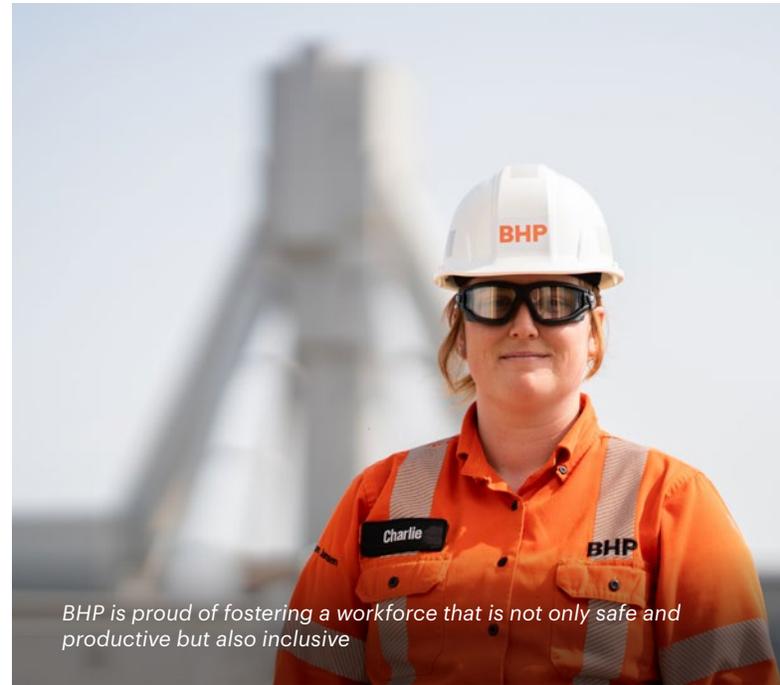
## BHP earns recognition as one of Canada's Top 100 Employers

BHP has been named one of Canada's Top 100 Employers for 2025. This award is given to leading companies that exemplify strong workplace best practices based on a variety of factors. This is the first year BHP has received this designation, as our presence in Canada continues to grow following the sanctioning of the Jansen Potash project in 2021.

"Being named one of Canada's Top 100 Employers is a testament to our dedication to fostering a positive, diverse and rewarding work environment," said Karina Gistelinck, Asset President Potash. "We're very proud of what we've built here over the years through our teams and I am excited to see our hard work and ongoing commitments being formally recognized through this designation."

Canada's Top 100 Employers is an annual competition that recognizes organizations across the country for their leading workplace practices and employee programs. Companies are evaluated based on criteria such as workplace culture, employee health, financial and family benefits, vacation time, professional development opportunities and community involvement.

"As the Head of Human Resources for Potash, I am so excited for BHP to be recognized as one of Canada's Top 100 Employers for 2025," said Kirsty Taylor. "We are among an esteemed group of companies. Our culture is at the heart of who we are as a business, and having a safe, productive and inclusive workforce is paramount to our success in Canada."



### Stay up-to-date on Jansen



Visit [teamjansen.ca](https://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](https://bhp.com). Or join our **mailing list** to receive regular project updates.

### Career opportunities



[bhp.co/CAjobs](https://bhp.co/CAjobs): Visit our careers website to access career opportunities with Potash in Canada.



[bhp.co/SKjobs](https://bhp.co/SKjobs): Visit our project website to access contract opportunities at Jansen.

# BHP

#### BHP LeRoy office

105 1st Avenue South  
Phone +1 306 286 4411

#### BHP Office, Saskatoon

130 3rd Avenue South, Saskatoon SK  
Phone +1 306 385 8400

### 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](mailto:potash.communityenquiry@bhp.com).