

2 June 2021

At today's BMA Enterprise Agreement bargaining meeting with Union state officials and employee bargaining representatives, we reinforced our commitment to working with all parties to reach agreement as quickly as possible.

In outlining the Company's objectives for the EA negotiations, we highlighted the ongoing effects of COVID-19, trade tensions and volatile prices, which all continue to create uncertainty across our industry. Accordingly, we are focused on delivering safe tonnes at the lowest cost, and we are seeking an agreement to achieve this.

Our objectives leading into the BMA EA negotiation

Bargain efficiently: Past negotiations have been lengthy. We are committed to working together to reach an agreement quickly. That is good for our people and their loved ones, good for the communities in which we operate, and good for our business.

Not seeking significant changes: Under the current agreement, we have been able to deliver positive outcomes and we want this to continue.

Sustainable agreement: We are seeking an agreement that is sustainable, given the challenging nature of the coal market.

Adaptive to challenging market conditions: To secure our future, we must continually explore ways to safely increase productivity and improve efficiency to protect our competitive advantage.

We look forward to meeting with Union state officials and employee bargaining representatives again next Wednesday 9 June 2021. At this meeting, we will present our position on the terms and conditions in the current enterprise agreement.

At the following meeting on 23 June 2021, the Union representatives will table and discuss their claims.

From then on, we will meet fortnightly with Union state officials and employee bargaining representatives to negotiate the conditions within the BMA EA.

Share your thoughts

As we progress into more detailed discussions regarding the enterprise agreement, we are eager for your feedback. Please share your thoughts with your Supervisor, send an email to BMAEA2021@bhp.com or fill out the online feedback form on the BMA EA webpage – www.bhp.com/bma-ea/

Stay informed

Regular text and video updates will be provided via WhatsApp. In addition, Employee Bulletins will be made available on noticeboards, in crib rooms and on the BMA EA webpage – www.bhp.com/bma-ea/