

9 June 2021

We are pleased to share with you the details of the offer that the Company tabled at today's bargaining meeting with Union state officials and employee bargaining representatives.

We are committed to reaching an agreement as quickly as possible. Likewise, we have heard from you and from the bargaining representatives that you want a deal done quickly and that you do not want to go backwards.

What's on offer?

The rollover offer extends the existing terms and conditions that are in your current Enterprise Agreement (BMA EA 2018) for another four years (with some minor updates to ensure compliance with legislation). The rollover offer includes:

- ✓ Increase of 1.5% per annum to wages and superannuation each year for four years. On average, this equates to an increase of \$9,500 for each EA employee over the life of the agreement and maintains your position as among the highest paid in the Bowen Basin.
- ✓ Guaranteed production bonus of \$15,000 per annum
- ✓ No requirement to work on Christmas Day and Boxing Day (voluntary basis only)
- ✓ Ability to take annual leave at any time (subject to the 20% leave quota provisions)

If this offer is accepted by employees and approved by the Fair Work Commission, the wage increase would be backdated to 21 May 2021 (when the previous EA expired) and paid upon approval by the Fair Work Commission.

The approval process does take time and will probably not be completed until sometime into the fourth quarter of 2021. That means, if the offer is accepted and approved, EA employees will be paid a lump sum towards the end of this year in addition to the 1.5 per cent increase per year for the four years of the agreement.

What happens next?

Our offer of a rollover (in addition to the backdating of wage increases) is not on the table indefinitely and has been made so we can reach an agreement together quickly. It expires on 7 July 2021.

We encourage you to consider the benefits of our offer and what it means for you. After all, this is your Enterprise Agreement.

Please provide your feedback as soon as possible. You can do this by providing feedback to your Supervisor or your bargaining representative, sending an email to BMAEA2021@bhp.com or filling out the online feedback form on the BMA EA webpage – www.bhp.com/bma-ea/.

Employee bargaining representatives and Union state officials will provide their response to our offer at the next meeting on Thursday 24 June 2021.