



Shape the future
with confidence

Independent Limited Assurance Report to the Management and Directors of BHP Group Limited and BHP Western Australia Iron Ore

Our Conclusion:

Ernst & Young ('EY', 'we') was engaged by BHP Group Limited ('BHP') to undertake a limited assurance engagement as defined by International Auditing Standards, hereafter referred to as 'the review', of the Western Australia Iron Ore's ('WAIO') Towards Sustainable Mining ('TSM') Self-Assessment (as defined below) for the verification period 1 July 2024 – 30 June 2025. Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe the Self-Assessment has not been prepared, in all material respects, in accordance with the Criteria (as defined below).

What the review covered

For the purposes of this Report, 'BHP' is taken to refer to BHP Group Limited and its controlled entities ('BHP Group' or the 'Group'). WAIO is a collection of iron ore processing hubs and mining operations located in the Pilbara region in Western Australia, which are operated by BHP.

EY was engaged by BHP to undertake limited assurance as defined by the International Auditing Standards, hereafter referred to as 'the review', over the Self-Assessment by WAIO against the TSM Framework completed for the verification period 1 July 2024 – 30 June 2025 (the 'Self-Assessment') for the following Protocols:

1. Biodiversity Conservation Management (2022)
2. Climate Change (2022)
3. Crisis Management and Communications Planning (2022)
4. Equitable, Diverse, and Inclusive Workplaces (2023)
5. Indigenous and Community Relationships (2022)
6. Preventing Child and Forced Labour (2022)
7. Safe, Healthy and Respectful Workplaces (2023)
8. Water Stewardship (2022)

Our review did not cover the Tailings Management Protocol.

Refer to Appendix A for an extract of the Self-Assessment with EY observations and comments.

Criteria

In preparing the Self-Assessment, WAIO applied the requirements of the TSM Framework as adapted by the Minerals Council of Australia (MCA)¹.

Key responsibilities

BHP's responsibility

BHP's management was responsible for selecting the Criteria, and with WAIO's management for presenting the Self-Assessment in accordance with the Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Self-Assessment, such that it is free from material misstatement, whether due to fraud or error.

EY's responsibility and independence

Our responsibility is to express a conclusion on the Self-Assessment based on the evidence we have obtained.

We have complied with the independence and relevant ethical requirements, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

EY applies Auditing Standard ASQM 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

¹ [Towards Sustainable Mining - Minerals Council of Australia](#)



Shape the future
with confidence

Our approach to conducting the review

We conducted the review in accordance with the International Auditing and Assurance Standards Board's *International Standard on Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ('ISAE 3000'), the TSM

Verification Guide and the terms of reference for this review as agreed with BHP on 2 May 2025.

These standards require that we plan and perform the review to express a conclusion on whether anything has come to our attention that causes us to believe that the Subject Matter is not prepared, in all material respects, in accordance with the Criteria, and to issue a report.

Summary of review procedures performed

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Self-Assessment and related information and applying analytical and other review procedures.

The nature, timing, and extent of the procedures selected depend on our professional judgement, including an assessment of the risk of material misstatement, whether due to fraud or error.

The procedures we performed based on our professional judgement included, but were not limited to:

- Conducting interviews, both in-person and virtually, with personnel from West Australia Iron Ore, as well as a selection of external communities of interest, to gain insights into the self-assessment reporting process and confirm evidence to support ratings
- Checking accuracy and completeness of Criteria assessed
- Evaluating West Australia Iron Ore's classification and rating against the noted Criteria
- Inspecting referenced policies and documents to assess whether classification can be supported
- Undertaking a site visit of a select West Australia Iron Ore site
- Performing site-based inquiries of internal and external stakeholders to validate documentation and interviews and written evidence
- Checking whether the information disclosed in the Self-Assessment is consistent with our understanding and knowledge of WAIO's governance, accountability and sustainability management processes, including as reviewed in our assurance of BHP's FY25 sustainability disclosures in the 2025 Annual Report.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance review conclusion.

Inherent limitations

Procedures performed in a review engagement (i.e., a limited assurance engagement) vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a review engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to assessing aggregation or calculation of data within IT systems.

Other matters

We have not performed assurance procedures in respect of any information relating to prior reporting periods, including any presented in the Self-Assessment. Our assurance report does not extend to any disclosures or assertions made by BHP in relation to WAIO relating to future performance plans and/or strategies disclosed in the Self-Assessment.

Use of our Assurance Report

We disclaim any assumption of responsibility for any reliance on this assurance report to any persons other than management and the directors of BHP Group Limited, WAIO and the MCA or for any purpose other than that for which it was prepared.

Our review included web-based information that was available via web links as of the date of this statement. We provide no assurance over changes to the content of this web-based information after the date of this assurance report.

Ernst & Young
Ernst & Young
Melbourne, Australia

M. Fricke
Meg Fricke
Partner

20 February 2026



**Shape the future
with confidence**

Appendix A: Additional information as requested by the Minerals Council of Australia

This appendix includes additional information as requested by the Minerals Council of Australia and a table outlining BHP’s assertions in relation to BHP West Australian Iron Ore against each TSM indicator. Each indicator is rated as either:

- AAA: Excellence and leadership
- AA: Systems and process are integrated into management decisions and business functions
- A: Good practice. Systems and processes are developed and implemented.
- B: Procedures exist but are not fully consistent or documented. Systems and processes are planned to be developed
- C: No systems in place. Activities tend to be reactive. Procedures may exist but they are not integrated into policies and management systems.

There are two protocols (Crisis Management and Communications Planning, and Prevention of Child and Forced Labour) that are rated either yes or no.

The information and observations listed below are in the context of our limited assurance of the Self-Assessment as a whole, and in forming our conclusion thereon, and we do not provide a separate conclusion.

Facility Information

| | |
|--|--|
| Name of company | BHP Group Limited |
| Name of facility | Western Australia Iron Ore (WAIO) |
| Address | 125 St Georges Terrace, Perth, WA 6000, Australia |
| Country of operation | Australia |
| Products/metals produced on site | Iron Ore |
| Types of operations included in scope: | |
| Mining | <input checked="" type="checkbox"/> |
| Concentrate blending | <input type="checkbox"/> |
| Smelting | <input type="checkbox"/> |
| Refining | <input type="checkbox"/> |
| Other (please explain) | <p>WAIO is an integrated system of five mining hubs and four processing hubs located in the Pilbara region of Western Australia. These hubs are connected by more than 1,000 kilometres of rail infrastructure and supported by port facilities at Port Hedland (Nelson Point and Finucane Island). WAIO produces high-quality iron ore for global steel markets.</p> <p>Newman Operations includes Newman East and Newman West (formerly known as Mount Whaleback mine) mining sites. Located near the town of Newman, it is an open-cut operation producing high-grade ore.</p> <p>Jimblebar is an open-cut pit iron ore mine located 40 kilometres east of Newman.</p> <p>Mining Area C (MAC) is a major production hub integrated with South Flank. Located 120 kilometres north-west of Newman, it produces high-quality hematite products. South Flank was commissioned in 2021 and is located nine kilometers south of MAC.</p> <p>Yandi is located 178 kilometres north-west of Newman. Throughout its life of mine, Yandi has produced over a billion tonnes of iron ore.</p> |



Shape the future
with confidence

Types of infrastructure included in scope:

- Roads
- Rails
- Ports
- Other (please explain)

Verifier and Verification Information

| | |
|---|--------------------------------------|
| Verification firm | EY |
| Confirmation that all verifiers involved in the verification are accredited TSM verifiers | Yes |
| Date(s) of verification activities (dd/mm/yyyy – dd/mm/yyyy) | 22 September 2025 – 20 February 2026 |
| Verification period | 1 July 2024 – 30 June 2025 |

Summary of the verification methodology and activities

EY has developed a limited assurance methodology specific to the TSM requirements in accordance with International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements Other than Audits or Reviews of Historical Financial Information. This methodology consisted of the following:

1. Assurance Planning and Strategy
 - Opening meeting with BHP contacts
 - Risk assessment against the TSM criteria specific to WAIO's operating context
 - Development of specific procedures and approach for assurance execution
2. Execution
 - Inspection of documentation including policies, procedures, data and other evidence, including using the evidence inspected to assess the information communicated in functional owner meetings
 - In-person and virtual meetings with functional owners at BHP and WAIO to understand processes and activities to address the TSM criteria
 - Site visit to WAIO office in Perth and Newman Operations including interviews with functional owners, workers and external stakeholders from the local community.
 - Check accuracy of the TSM Self-Assessment determinations against evidence and observations
 - Held discussions around rating differences, supporting documentation, gaps and plans to address gaps
3. Conclusion
 - Executive review and final inspection of self-assessments
 - Drafting and finalising assurance statement including TSM verification summary report
 - Closing meeting with BHP



Shape the future
with confidence

Summary of Findings

| Extract from WAIO Self-Assessment | | EY Observations and Comments |
|---|--|--|
| Criterion | Rating <i>C, B, A, AA or AAA (unless otherwise indicated)</i> | (these observations should be taken in the context of our limited assurance procedures described above) |
| Indigenous and Community Relationships | | |
| 1. Community of Interest (COI) Identification | AA | <p>WAIO has processes in place designed to identify communities of interest (COI) through stakeholder mapping and third-party research. This includes a process for allowing COI to formally self-identify and be collaborated with.</p> <p>This was assessed through inspection of stakeholder management plans, communications, and survey results, and interviewed both COI and WAIO’s Community team to confirm these processes are active and regularly updated.</p> |
| 2. Effective COI Engagement and Dialogue | AA | <p>WAIO has established processes in place designed to support the development and maintenance of meaningful relationships with COI. These include formal and informal engagement mechanisms, regular internal and public reporting, capacity-building initiatives, culturally appropriate training, and structured feedback loops for continuous improvement.</p> <p>This was assessed through inspection of stakeholder engagement policies, management plans, community program reports, communication records, and meeting minutes with internal and external stakeholders.</p> |
| 3. Effective Indigenous Engagement and Dialogue | A | <p>WAIO has systems and processes in place designed to support meaningful relationships, engagement, and decision-making with Indigenous communities. These include formal and informal engagement mechanisms, culturally appropriate training, education and awareness initiatives, and structured processes to ensure Indigenous peoples have access to employment opportunities. WAIO also maintains robust cultural heritage procedures designed to monitor and protect areas affected by its operations.</p> <p>This was assessed through inspection of engagement protocols agreed with Indigenous groups, records of specific engagement activities, and review of operational management plans and online management systems. We were unable to conduct a COI meeting with the Indigenous communities.</p> |
| 4. Community Impact and Benefit Management | AA | <p>WAIO has processes in place designed to identify, avoid, and mitigate adverse community impacts, including human rights risks. Regular engagement occurs with neighbouring communities, where issues and mitigation actions are discussed and tracked to completion. WAIO conducts biennial Community Perception Surveys to assess community sentiment regarding its impact and management. Collaborative decision-making processes are in place with COI to optimise benefits for them.</p> <p>This was assessed through inspection of baseline studies, community survey outcomes, social investment strategies, action plans, community initiative records, and meeting minutes with stakeholders. EY also interviewed members of WAIO’s community team and local community members.</p> |



Shape the future
with confidence

| Extract from WAIO Self-Assessment | | |
|--|--|--|
| Criterion | Rating <i>C, B, A, AA or AAA (unless otherwise indicated)</i> | EY Observations and Comments <i>(these observations should be taken in the context of our limited assurance procedures described above)</i> |
| 5. COI Response Mechanism | AA | <p>WAIO has processes in place designed to receive, track, and respond to incidents, concerns, and feedback from communities of interest, including Indigenous communities. Community members can raise grievances through a dedicated hotline, through the Integrity@BHP platform, and other accessible channels, with all complaints tracked through to resolution. Information on how to access these mechanisms is clearly communicated via newsletters, the BHP website, and community correspondence.</p> <p>This was assessed through inspection of stakeholder engagement management plans, community complaints and grievance procedures, and examples of community communications to confirm that grievances are tracked and that COI are clearly informed of response mechanisms. EY also interviewed members of WAIO's community team and local community members.</p> |
| Safe, Healthy and Respectful Workplaces | | |
| 1. Commitments and Accountability | AAA | <p>WAIO has processes in place designed to establish clear accountability for safe, healthy and respectful workplaces management and performance, and to communicate safe, healthy and respectful workplaces commitments to employees, contractors and suppliers. Those commitments are outlined in BHP's Code of Conduct.</p> <p>This was assessed through inspection of documentation including BHP's Code of Conduct, BHP's Safety Global Standard and Health Global Standard, WAIO Field Leadership activities, and WAIO HSE management system documentation which includes commitments in line with the TSM's Safe, Healthy and Respectful Workplaces Protocol. EY interviewed workers and confirmed that commitment to health and safety was observed.</p> |
| 2. Safety and Health Management Systems | AAA | <p>WAIO has processes in place designed to effectively plan for and manage safety and health controls to prevent the occurrence of incidents, acknowledging safety and health is a shared responsibility; and have identified hazardous tasks, psychosocial hazards, critical controls, and occupational hygiene processes.</p> <p>EY inspected WAIO's HSE management system documentation including Hazard and Risk documentation, critical control observation checklists, training matrices, example HSE management system audit tools, operational procedures, and health exposure and event plans and procedures.</p> |



| Extract from WAIO Self-Assessment | | |
|--|--|---|
| Criterion | Rating <i>C, B, A, AA or AAA (unless otherwise indicated)</i> | EY Observations and Comments <i>(these observations should be taken in the context of our limited assurance procedures described above)</i> |
| 3. Psychological Safety and Respectful Behaviour | A | <p>WAIO has several mechanisms, programmes and support networks in place designed to promote and encourage psychological safety and respectful behaviour across its operations. BHP has various trainings, tool kits, support groups, the Employee Assistance Programme providing 24/7 counselling services, and the Integrity@BHP channel for anonymous incident reporting. BHP's Code of Conduct outlines BHP standard policies for a healthy and safe workplace which includes psychosocial safety.</p> <p>This was assessed through inspection of documentation including BHP's Code of Conduct, the Health Global Standard, psychosocial training modules, and global misconduct guidelines and processes. EY observed psychosocial safety initiatives displayed throughout site via notice boards. EY interviewed WAIO frontline workers on site and confirmed their awareness of available mechanisms and programmes that support their mental health and wellbeing.</p> |
| 4. Training, Behaviour and Culture | AAA | <p>WAIO has processes in place designed to train employees and contractors on safe, healthy and respectful workplaces. These processes are monitored and assessed for effectiveness. EY interviewed WAIO workers on site and confirmed their awareness of available mechanisms and programmes that support their mental health and wellbeing</p> <p>This was assessed through inspection of documentation including training needs analyses and prerequisite training matrices, training records processes, and initiatives demonstrating commitment such as Critical Control Observations and Field Leadership Programs. Training programs included psychosocial hazards. EY also observed visible commitment to safe, healthy and respectful workplaces throughout the facility while on site, including on multiple notice boards containing relevant initiatives.</p> |
| 5. Monitoring and Reporting | AA | <p>WAIO has a documented HSE management system in place designed to enable regular monitoring performance and reporting, including that for performance metrics, psychological safety, leading and lagging indicators, occupational hygiene, incident investigation and follow up. WAIO has an audit system to ensure that data and information collection, compilation and reporting, are effective.</p> <p>This was assessed through inspection of HSE scorecard reports, the employee perception survey, HSE management system audit tools and findings, and documentation regarding the Field Leadership activities. Discussions with the WAIO health and safety team members confirmed monitoring and reporting processes.</p> |



Shape the future
with confidence

| Extract from WAIO Self-Assessment | | |
|---|--|--|
| Criterion | Rating <i>C, B, A, AA or AAA (unless otherwise indicated)</i> | EY Observations and Comments <i>(these observations should be taken in the context of our limited assurance procedures described above)</i> |
| 6. Physical Safety and Health performance | A | <p>WAIO has internal safety and health performance targets in place which include on-site contractors and communicates these to relevant stakeholders. WAIO management is involved in reviewing and improving performance relative to the targets, and on a pre-determined frequency.</p> <p>This was assessed through inspection of HSE Scorecard reports and associated communications, HSE management system requirements for contractors, operational performance meeting documentation, and performance improvement plan.</p> |

Crisis Management and Communications Planning (Indicate YES or NO)

| | | |
|--|-----|---|
| 1. Crisis Management and Communications Preparedness | Yes | <p>WAIO has a local Crisis Management and Communications Plan in place. The plan assigns clear duties to core crisis management team members, with roles and responsibilities documented in checklists and protocols.</p> <p>This was assessed through inspection of documentation, including emergency management plans, training records, and communication procedures, interviews with crisis management team members, and observation of the crisis management software in use. Regular testing of notification mechanisms and crisis simulations are conducted, with evidence of these activities maintained.</p> |
| 2. Review | No | <p>The local Crisis Management and Communications Plan is reviewed and updated to ensure it remains responsive to facility needs and operational risks and reflects industry best practice. The plan is a controlled document, which is reviewed following changes in personnel, risk profile, or legislation, and at least every 12 months. Key communication and notification mechanisms are tested at least twice per year, with results documented and tracked.</p> <p>This was assessed through inspection of management plans, interviews with members of WAIO's Crisis Management team, and a walkthrough of the crisis management software used.</p> <p>Indicator 2 was not met as WAIO does not have a process in place to ensure that new crisis team members are familiarised with the plan within two months of joining the team.</p> |
| 3. Training | Yes | <p>WAIO completes multiple tabletop crisis simulation exercises annually, as well as a full crisis simulation every three years. These activities are scheduled and tracked in the WAIO Emergency Management Training and Exercise Calendar, with evidence maintained through exercise documentation and post-incident reports.</p> <p>This was assessed through inspection of emergency exercise records, interviews with members of WAIO's Crisis Management team, and a walkthrough of the crisis management software used.</p> |



Shape the future
with confidence

| Extract from WAIO Self-Assessment | | |
|---|--|---|
| Criterion | Rating <i>C, B, A, AA or AAA (unless otherwise indicated)</i> | EY Observations and Comments <i>(these observations should be taken in the context of our limited assurance procedures described above)</i> |
| Equitable, Diverse, and Inclusive Workplaces | | |
| 1. Corporate leadership and strategy | N/A | Corporate indicator – see Corporate TSM Limited Assurance Report. |
| 2. Advancing Equity, Diversity, and Inclusion | AA | <p>WAIO has processes in place designed to foster a workplace culture of equity, diversity, and inclusion (DEI). These processes are supported by a range of documented policies and initiatives, including the BHP Inclusion and Diversity Position Statement, the WAIO Inclusion and Diversity Strategy, and the Indigenous Cultural Respect Framework. Mandatory training and awareness programs related to DEI are available to all workers and contractors.</p> <p>WAIO’s recruitment, performance management, and compensation processes are regularly reviewed to identify and address barriers to equity and inclusion, with specific measures in place to close gender pay gaps and promote diverse representation at all organisational levels. Pathways for advancement are provided through leadership development programs and targeted recruitment campaigns for women and Indigenous employees.</p> <p>This was assessed through inspection of policies, reports, dashboards, and interviews with responsible personnel.</p> |
| 3. Monitoring Performance and Reporting | AAA | <p>WAIO has processes in place designed to collect demographic diversity data through BHP’s Employee Perception Surveys. The survey’s scope and methods are informed by engagement with a diverse cross-section of employees, and results are analysed to identify issues related to DEI and inform action plans. Public reporting on demographic diversity is conducted through BHP’s Annual Report and the WA Community Development Report. Ongoing monitoring and analysis are supported by the Inclusion & Diversity HR Dashboard, which tracks metrics like female and Indigenous representation and turnover. Confidentiality and voluntary participation in surveys are emphasised, with data managed securely by the HR team.</p> <p>This was assessed through inspection of engagement and perception survey questions, internal reporting dashboards, and publicly available reports.</p> |
| Preventing of Child and Forced Labour (Indicate YES or NO) | | |
| 1. Preventing Forced Labour | Yes | <p>WAIO has processes in place designed to ensure forced labour is not used, commensurate to jurisdictional and sectoral risk. WAIO operates under the Fair Work Act 2009, with policies and procedures guided by international standards, including the ILO core labour standards.</p> <p>This was assessed through inspection of BHP’s Human Rights Policy Statement and 2025 Modern Slavery Statement, which detail risk assessment, due diligence, and supplier monitoring. Inspection of supplier requirements, recruitment practices, and site-level controls was completed, confirming that WAIO’s systems and documentation support the prevention of forced labour in accordance with TSM requirements.</p> |



Shape the future
with confidence

| Extract from WAIO Self-Assessment | | |
|--|--|--|
| Criterion | Rating <i>C, B, A, AA or AAA (unless otherwise indicated)</i> | EY Observations and Comments <i>(these observations should be taken in the context of our limited assurance procedures described above)</i> |
| 2. Preventing Child Labour | Yes | <p>WAIO has processes in place designed to ensure that no child under the age of 18 engages in work which, by its nature or the circumstances in which it is carried out, is likely to jeopardise the health, safety or morals of the young persons, and that no child under the age of fifteen is employed. WAIO does not allow workers below the age of 15 and restricts workers under 18 to certain apprentices who must always be supervised on site. WAIO enforces this rule through its hiring procedures, which include age verification. WAIO has established processes that restrict workers under the age of 18 from undertaking hazardous work.</p> <p>This was assessed through inspection of a list of workers on site to identify whether there were any with ages listed as below the age of 18 and confirmed that a small number of individuals under the age of 18. EY confirmed that all these individuals were members of a traineeship program. A sample of workers on site were interviewed, who confirmed the effectiveness of these controls for workers under the age of 18.</p> |
| Climate Change | | |
| 1. Corporate climate change management | N/A | <p>Corporate indicator – see the BHP Corporate TSM Limited Assurance Report.</p> |
| 2. Facility climate change management | AA | <p>BHP has systems in place designed to manage energy, operational greenhouse gas (GHG) emissions and physical climate impacts and adaptation at the WAIO asset level. These processes include regular assessment of climate risks, integration of adaptation into business planning, and independent assurance of emissions data. Community engagement and public reporting further support compliance with TSM requirements.</p> <p>This was assessed through inspection of BHP’s climate change strategies and management plans, impact and adaptation assessment studies, data collection and management systems, and GHG emission reporting documents Senior management commitment and community involvement in climate change management projects and initiatives were observed.</p> |
| 3. Facility performance targets and reporting (optional) | AAA | <p>BHP has established GHG emissions targets and goals and publicly reports on energy consumption, greenhouse gas (GHG) emissions, potential physical climate impacts, and adaptation measures and/or approach. WAIO’s asset-level plans and performance contribute towards BHP’s operational GHG emissions (Scope 1 and 2) target and goal. Annual reporting by BHP, including WAIO data, is subject to limited assurance by EY, ensuring transparency and credibility of disclosed information.</p> <p>WAIO’s GHG emissions intensity reduced due to the commissioning of the Yarnima Combined Cycle Gas Turbine Power Station in 2014, which significantly transformed WAIO’s emissions profile.</p> <p>This was assessed through inspection of BHP’s 2025 Annual Report and 2024 Climate Transition Action Plan to confirm disclosure of emission reduction targets and goals, including BHP’s plans and/or approach to achieve them and associated plans.</p> |



Shape the future
with confidence

| Extract from WAIO Self-Assessment | | EY Observations and Comments |
|---|--|--|
| Criterion | Rating <i>C, B, A, AA or AAA (unless otherwise indicated)</i> | (these observations should be taken in the context of our limited assurance procedures described above) |
| Biodiversity Conservation Management | | |
| 1. Corporate biodiversity conservation commitment, accountability, and communications | AAA | <p>BHP has established a corporate commitment to biodiversity conservation, including a clear position on avoiding exploration or extraction in World Heritage listed properties and respecting International Union for Conservation of Nature (IUCN) Category I–IV protected areas, and a stated ambition of No Net Loss.</p> <p>Responsibilities for biodiversity are embedded in the organisational structure, as outlined in the Organisational Design Global Standard. Performance against biodiversity social value goals, particularly the “Healthy Environment” goal in the BHP Social Value Scorecard and “No Net Loss” ambition, is disclosed in the BHP Annual Report and ESG Standards and Databook, and is independently assured.</p> <p>This was assessed through inspection of BHP’s Environment Global Standard, which outlines BHP’s adherence to the mitigation hierarchy and protected area protocols, internal communications and governance documents and the BHP 2025 Annual Report.</p> |
| 2. Biodiversity conservation planning and implementation | AAA | <p>WAIO has asset-level biodiversity conservation plans and management systems in place designed to manage impacts of its operations on significant biodiversity aspects. Processes include baseline biological surveys, compliance monitoring programs, and identification of significant biodiversity aspects. Biodiversity data is managed using GIS systems, and relevant management plans are in place for species and ecological communities. Regular tracking and reporting to senior management is demonstrated, and public reporting on biodiversity conservation is disclosed in the BHP Annual Report and ESG Standards and Databook, both subject to independent assurance.</p> <p>This was assessed through inspection of management plans, technical reports, GIS systems, and BHP’s 2025 Annual Report. Interviews confirmed that biodiversity objectives and actions are integrated into operational decision-making, with collaboration involving communities of interest (COI).</p> |
| 3. Biodiversity conservation reporting | AA | <p>WAIO reports internally on biodiversity conservation to inform decision-making processes and communicates performance publicly as part of BHP’s group-level reporting. Internal reporting processes include scorecards, management system routines, and performance boards, which are reviewed by senior management. Public reporting is provided through the BHP Annual Report and ESG Standards and Databook, both of which disclose biodiversity conservation performance, both subject to independent assurance.</p> <p>This was assessed through inspection of internal reports and scorecards, and BHP’s 2025 Annual Report and ESG Standards and Databook.</p> |



Shape the future
with confidence

| Extract from WAIO Self-Assessment | | |
|---|--|--|
| Criterion | Rating <i>C, B, A, AA or AAA (unless otherwise indicated)</i> | EY Observations and Comments <i>(these observations should be taken in the context of our limited assurance procedures described above)</i> |
| Tailings Management | | |
| 1. Tailings management policy and commitment | N/A | Not in scope of review |
| 2. Tailings management system and emergency preparedness | N/A | Not in scope of review |
| 3. Assigned accountability and responsibility for tailings management | N/A | Not in scope of review |
| 4. Annual tailings management review | N/A | Not in scope of review |
| 5. Operation, maintenance, and surveillance | N/A | Not in scope of review |
| Water Stewardship | | |
| 1. Water Governance | AAA | <p>WAIO has a management system in place that includes a demonstrated senior management commitment to water stewardship. The commitment is communicated to relevant COI and accountabilities are clearly assigned across multi-functional teams, with roles and responsibilities detailed in the BHP Water Management Standard and supporting documents.</p> <p>Processes are in place to track and correct non-compliances with water-related regulatory requirements, utilising BHP systems such as the Environmental Legal Obligations Register, Event Management System, and compliance dashboards. Internal and external audits are conducted to assure alignment with the BHP Water Stewardship Framework.</p> <p>This was assessed through inspection of key documents including BHP's Water Stewardship Position Statement, water management standards, audit reports, review of compliance and tracking systems, and interviews with responsible personnel.</p> |
| 2. Operational Water Management | AAA | <p>WAIO has a management system in place at the asset level to manage risks to surface and ground water. These include a systematic approach to operational water management, with a site-wide water balance, comprehensive ground and surface water monitoring, established controls, contingency plans, and targeted training for relevant employees. The effectiveness of the management system is evaluated through external audits.</p> <p>This was assessed through inspection of operational water management plans and standards, monitoring programs, and audit reports. Interviews with key personnel confirmed the implementation of controls and the integration of water management into business processes, ensuring ongoing compliance and continual improvement.</p> |



Shape the future
with confidence

| Extract from WAIO Self-Assessment | | |
|------------------------------------|--|--|
| Criterion | Rating <i>C, B, A, AA or AAA (unless otherwise indicated)</i> | EY Observations and Comments <i>(these observations should be taken in the context of our limited assurance procedures described above)</i> |
| 3. Catchment-scale Planning | AAA | <p>WAIO actively participates in catchment industry water forums, engages with communities of interest (COI) on water issues, and demonstrates a strong understanding of the regional water context and its impacts on local water sources. Catchment boundaries and relevant COIs have been identified, and WAIO collaborates with stakeholders, including Traditional Owners, government agencies, and other mining companies, through structured engagement, data sharing agreements, and participation in catchment governance groups. WAIO's approach is informed by the Pilbara Water Resource Situational Analysis (WRSA), stakeholder engagement plans, and ongoing participation in collaborative initiatives and working groups focused on catchment-scale water management.</p> <p>This was assessed through inspection of the WRSA, stakeholder management plans, and evidence of WAIO's involvement in regional partnerships and governance forums.</p> |
| 4. Water Reporting and Performance | AAA | <p>WAIO has water-related targets in place designed to measure performance and support internal reporting for decision-making processes and communicate to performance publicly as part of BHP's group-level reporting. Progress towards these targets is tracked and reported through systems such as the Context-based Water Targets tracker and annual environmental reports. WAIO's water performance is reported publicly through the BHP Annual Report and ESG Standards and Databook, both of which are subject to independent limited assurance. BHP has developed context-based water targets (CBWTs) for each of its operated assets including WAIO and progress towards them are publicly reported.</p> <p>This was assessed through inspection of BHP's annual reporting documentation, including the 2025 ESG Data Book and supporting evidence of public disclosures and assurance processes.</p> |



Shape the future
with confidence

Statement of Verification

| Statement of Verification | |
|---|---|
| The external verification was conducted in accordance with the <i>Terms of Reference for Verifiers</i> and, accordingly, consisted primarily of interviews, data analysis, and examination (on a sample basis) of other evidence relevant to management's assertion of conformance to the requirements of the TSM performance indicators. | The external verification was conducted in accordance with the <i>TSM Verifier Terms of Reference</i> . |
| The scores indicated in this report are verified as being accurate based on the evidence reviewed during the external verification of this facility. | The scores in this report are considered accurate based on this verification. |
| Limitations | None |
| Additional comments | None |
| Name of lead verifier | Meg Fricke |
| Date of statement of verification | 20 February 2026 |
| Signature of lead verifier | |