



Minutes

Worsley Alumina Pty Ltd
PO Box 344
Collie, 6225
Western Australia
Australia
T: +61 8 9734 8311

south32.net

WORSLEY ALUMINA COMMUNITY LIAISON COMMITTEE - MINE

Meeting Date Tuesday, 19 August 2025

Meeting Time 4:00pm

Meeting Location Quindanning Hotel

Meeting Chair Greg Cavanagh

Attendees Greg Cavanagh, Chair
Paul Carrots, Shire of Boddington
Peter Stubbs, Shire of Williams
Donna Harris, Community representative
Ian MacPherson, Community representative
Adrian Norton, Boddington District High School
Natalee Lombardi, Boddington District High School
Trevor Stockil, General Manager, South32
Claire Reid, Manager Approvals, South32
Amy Greville, Specialist – Environment, South32
Rodney Jones, Manager External Affairs, South32
Chrissy Harris, Principal External Affairs, South32

Apologies Eugene Smalberger, Shire of Boddington
Julie Burton, Shire of Boddington
Hans Prandl, Shire of Boddington
Melanie Durack, Peel-Harvey Catchment Council

MEETING MINUTES

Item	Description	Presenter
1	Open Meeting and Note Apologies <ul style="list-style-type: none">Meeting opened at 4.00pmApologies noted as per above	G Cavanagh
2	Acknowledgement of Country	C Reid

Registered Office: Gastaldo Road Collie Western Australia 6225 Australia
ABN 58 008 905 155 Registered in Australia

South32 Worsley Alumina Pty Ltd, as manager of the Worsley Joint Venture, acts as agent for and on behalf of the South32 Aluminium (RAA) Pty Ltd (56%), South32 Aluminium (Worsley) Pty Ltd (30%), Japan Alumina Associates (Australia) Pty Ltd (10%) and Sojitz Alumina Pty Ltd (4%) (the "Worsley Joint Venturers"). Liability of the Worsley Joint Venturers is several in proportion to their respective participating interests held from time to time in the Worsley Joint Venture (which as at the date of this document are as set out in this paragraph).

MEETING MINUTES

Item	Description	Presenter
3	Read and Accept Previous Minutes <ul style="list-style-type: none">Minutes accepted by all. Moved: P StubbsAccepted: C Reid <p>Review actions and responses from the previous meeting</p>	G Cavanagh
4	Worsley Business Update <ul style="list-style-type: none">CEO Transition announcement - May 2025Strategy & Business Update - May 2025<ul style="list-style-type: none">South32 Chief Executive Officer, Graham Kerr will present at the BofA Securities Global Metals, Mining & Steel Conference on 13 May 2025As South32 prepares to mark 10 years since its establishment, Mr Kerr will highlight the repositioning of our portfolio towards metals and minerals critical to the global energy transition.Agreement to Divest Cerro Matoso - July 2025<ul style="list-style-type: none">South32 Limited has entered into a binding agreement to sell Cerro Matoso¹ (Transaction) to a subsidiary of CoreX Holding B.V. The Transaction follows a strategic review in response to structural changes in the nickel market.On completion of the Transaction, the Buyer will pay nominal consideration and assume economic and operating control of Cerro Matoso, including all current and future liabilities.The Buyer will make future cash payments of up to US\$100M, as follows:<ul style="list-style-type: none">Up to US\$80M of price-linked consideration³ based on future production and nickel prices; andUp to US\$20M, in four equal payments, based on permitting milestones within the next five years for the Queresas & Porvenir North project.The Transaction is expected to complete in late CY25, subject to satisfaction of conditions.South32 Chief Executive Officer, Graham Kerr said: “The Transaction is consistent with our strategy and will further streamline our portfolio toward higher margin businesses in minerals and metals critical to the world’s energy transition.	South32

MEETING MINUTES

Item	Description	Presenter
------	-------------	-----------

- **Mozal Aluminium Update July 2025**
 - South32 provides the following update regarding our ongoing work to secure a new electricity supply agreement for the Mozal Aluminium smelter (Mozal), and an associated impairment expense that will be recognised with our FY25 results.
 - Electricity is supplied to Mozal under an agreement due to expire in March 2026. Historically, the majority of electricity for Mozal has been generated in Mozambique by a hydro-electric power generator, Hidroeléctrica de Cahora Bassa (HCB). HCB is majority owned by the Government of the Republic of Mozambique. Under the agreement, electricity from Eskom is supplied to Mozal when HCB is unable to meet all of Mozal's electricity requirements.
 - We have been working with the Government of the Republic of Mozambique, HCB and Eskom for the last six years to secure electricity supply to Mozal beyond March 2026. To date, Mozal has been unable to agree an affordable electricity price tariff. HCB has also recently indicated that drought conditions have the potential to impact its electricity generation and capacity to deliver sufficient hydro-electric power to Mozal. These factors have resulted in increased uncertainty regarding future electricity supply to Mozal.
 - We are continuing to engage with the Government of the Republic of Mozambique, HCB and Eskom on securing affordable electricity supply to enable Mozal to operate beyond March 2026 and maintain its substantial contribution to the economy of Mozambique.

- **June Quarterly Report July 2025**
 - Expect to deliver FY25 Operating unit costs in line with current guidance.
 - Aluminium production increased by 6% in FY25, as Brazil Aluminium continued to ramp-up, while Mozal Aluminium operated near nameplate capacity in the quarter, having successfully mitigated the impacts of civil unrest in Mozambique.
 - Alumina production was in line with FY25 guidance. Worsley Alumina commenced mining new bauxite areas under the Worsley Mine Development Project, which is expected to sustain production to at least FY36
 - Returned US\$350M to shareholders in FY25 via fully-franked ordinary dividends and our on-market share buy-back.

MEETING MINUTES

Item	Description	Presenter
	<ul style="list-style-type: none">• Mozal Aluminium Update July 2025<ul style="list-style-type: none">○ Further to our announcement released 14 July 2025, we have continued to engage with the Government of the Republic of Mozambique, Hidroeléctrica de Cahora Bassa (HCB) and Eskom on securing sufficient and affordable electricity supply to enable Mozal to operate beyond March 2026, when the current agreement expires.○ These engagements do not provide confidence that Mozal will secure sufficient and affordable electricity beyond March 2026. As a result, we will limit investment in Mozal, stopping pot relining and standing down associated contractors starting this month.○ Without access to sufficient and affordable electricity, we expect that Mozal will be placed on care and maintenance at the end of the current agreement.○ Mozal's FY26 production is expected to be approximately 240kt (South32 share) reflecting fewer pots in operation as we stop pot relining and operations continuing only to March 2026.	

EOFY25 OVERVIEW MINE & MINERALS

South32

-
- Ore mining and conveying was below budget due to bauxite constraints triggered by delayed receipt of approvals.
 - FY25 operational highlights include:
 - Total Material Movement mine site record achieved (50Mt delivered vs 44.6Mt planned) which was assisted by truck operating hours exceeding plan.
 - Mine rehabilitation exceeded plan (303Ha seeded vs 300Ha target.)
 - Vacuum drilling exceeded plan (9,405 holes drilled vs 7,627 holes planned.)
 - OBC availability exceeded plan (81% actual vs 77% planned.)
 - Maintaining bauxite quality at the planned levels was challenging with AA below forecast and RS above forecast. Bauxite quality was heavily impacted by bauxite supply constraints.
 - With respect to environmental approvals, state approval (Ministerial Statement 1237) was granted in December 2024, triggering federal processes which were finalised in February 2025. This provides security of mining operation for the next decade.
 - In terms of biodiversity constraints, threatened flora and fauna species and new S40 requirements impacted harvesting and clearing progress.
-

MEETING MINUTES

Item	Description	Presenter
	<ul style="list-style-type: none">Harvesting commenced at the Nullaga project for the first ore mining areas alongside the Boddington Gold Mine as part of the next mine expansion.FY25 Economic Impact.	

ENVIRONMENT UPDATE

South32

Biodiversity - Fauna monitoring program update

- Breeding trees map
- E-DNA samples
- Range of rank 1 (red) and rank 2 (orange) trees that have been identified in and around the mine site. During peak FRTBC breeding season in September/October we will be rechecking all these trees to see if they are being utilised by any cockatoos or/and other changes.
- Potential Breeding Tree (PBT) Applications
 - MS1237 Condition 13-1(1)(e): Request to CEO of DWER for removal of 1 rank 2 tree
 - MS1237 Condition 13-4(2): Request to CEO of DWER for adjustment to buffer of 3 PBT's
 - 30 Artificial breeding hollows have been installed

Dust

- Exceedance due to Mining activity as well as burning and seeding on nearby agricultural land

Presentation

- "Initial Steps in the Restoration of the Offset Property"
- Refer to attachment.

People Update

South32

- Recently appointed Carmel Jones, Aboriginal Engagement Advisor to Worsley as we focus on supporting and delivering ATSI programs and increasing representation across the operation.
- As we wrap up FY25 and look ahead to FY26, we want to take a moment to reflect on the progress we've made on our Inclusion & Diversity (I&D) journey and to acknowledge the collective effort that made it possible.
- These numbers show what happens when together, we focus, advocate and commit to being an inclusive and respectful workplace.

MEETING MINUTES

Item	Description	Presenter
------	-------------	-----------

- This progress wouldn't have been possible without the strong support and active involvement of our people, especially those who have stepped up as allies and champions of change.
- At the same time, we recognise there's still work to be done – we are approx. 6% below industry benchmarks. In FY26, our I&D focus areas:
 - Deploying unconscious bias and inclusion training across the workforce
 - Launching Cultural Emergence training
 - Embedding inclusive leadership practices across all levels

Worsley South32 Reward & Benefits

South32

- 14% Superannuation from 1 September 2025
- Flare - Corporate Benefits Program:
 - Novated Leasing
 - 500+ stores to access savings
- Opportunity to purchase up to 4 weeks of additional annual leave
- 26 weeks full-paid, or 52 weeks half-paid parental leave for primary carers
- Education assistance to support with further education/training
- Annual short-term incentive bonus that recognises both individual performance and the overall success of the business
- Corporate discounts for travel, healthcare, technology products and finance
- Eligible employees are offered the right to participate in AllShare (receiving allocated South32 shares at a future date, at no cost to employees)
- Salary sacrifice of portable electronic devices
- Private vehicle mileage claim
- Pretax matched giving employee donations
- Flexible work practices including Work From Home (WFH) days and Rostered Day Off (RDO ie 9-day fortnight)
- Service Awards to celebrate employees and acknowledge their length of service, loyalty and dedication over the years
- Employee Assistance Program – provide confidential counselling and support with the aim of keeping our people feeling safe and valued.

MEETING MINUTES

Item	Description	Presenter
	Community	South32

South32 & Newmont

Update on the cumulative impacts arising from Newmont and South32 activities, mainly transport related:

- Vendors likely to onboard September and will likely see increase in movement.
- Developing plans for DIDO workers to park at BBM and take buses from work front to camp daily to minimise traffic impacts in town.
- Majority of construction employees are FIFO workers utilising NBG camps. FIFO workers will be bussed from Perth straight to camp – they don't come through town at all.

Blasting

- LED signs on Pinjarra-Williams Road to notify general public
- Proactive notification process
 - Sent daily at 8am by Drill & Blast team
 - Near neighbours receive text and/or email (only those who have opted in), includes:
 - Blast site name
 - Expected blast time
 - Any temporary road closures that may be required during the blast period to ensure public safety
 - New software improvements, "Alerter App" allows near neighbours to "op-out" if they no longer want to receive notifications.

Community Investment

- Community Grants Program
 - Applications open 1-31 August 2025
 - Advertising in the Boddington News and social media.
- NAIDOC and Indigenous Artwork Celebration
- Tree Planting – Soldiers Park Collie & Leschenault Catchment Council
- BBM Rehabilitation Tours
- Boddington Golf Club Ladies Open
- CME Inspiring Girls Forum

Community Complaints

15 complaints FY26 (July/August 2025) related to BBM:

- 3 complaints related to dust
- 9 complaints related to noise
- 1 complaint related to 1080 poison signs
- 1 complaint related to blasting - neighbour seeking further education about blasting and vibrations

MEETING MINUTES

Item	Description	Presenter
	<ul style="list-style-type: none">1 complaint related to trespassing – team member attended incorrect driveway when accessing a noise monitor.	
	CLC Documents on South32 Webpage	South32
	CLC documents for FY25 have been loaded onto South32 webpage: <ul style="list-style-type: none">o Agendao Minuteso Presentation	
	The update was emailed to CLC Members 11 July 2025 with webpage link: www.south32.net/what-we-do/our-locations/australia/worsley-alumina/documents	
	Documents will continue to be loaded in FY26.	
5	Discussion and Members' Updates	All
	<ul style="list-style-type: none">Positive feedback received from Gwen and Laurie Tonkin who attended the August Rehab Tour – D.HarrisSouth32 sponsored the Boddington Golf Club Ladies Open Day, but didn't have a representative attend the trophy presentation – D.HarrisLegacy social investment project for Boddington – D.HarrisMort's Road realignment – P.CarrotsRoad closures – I.McPherson	
6	Any Other Business	All
	The current Terms of Reference is due to be reviewed and updated.	South32
7	Review Actions from Meeting	
	As per next page.	
8	Arrangements for Next Meeting	G Cavanagh
	Arrangements for next meeting and meeting dates for FY26: <ul style="list-style-type: none">18 November 2025 – Boddington17 February 2026 – Boddington19 May 2026 – Boddington	

MEETING MINUTES

Item	Description	Presenter
------	-------------	-----------

9	Close Meeting	G Cavanagh
---	---------------	------------

Meeting closed at 6:00pm

MEETING ACTIONS

Item	Action	Responsibility	Due
1.	Prepare a deep dive about dust: what is in the dust, dust monitoring, and water tank sampling.	South32	Ongoing
2.	Confirm all CLC documents are loaded to South32 webpage	South32	Ongoing
3.	Terms of Reference update	South32	November
4.	Organise CLC site visit to an offset property	South32	Ongoing