

SOUTH32 WORSLEY ALUMINA MINE CLC MEETING

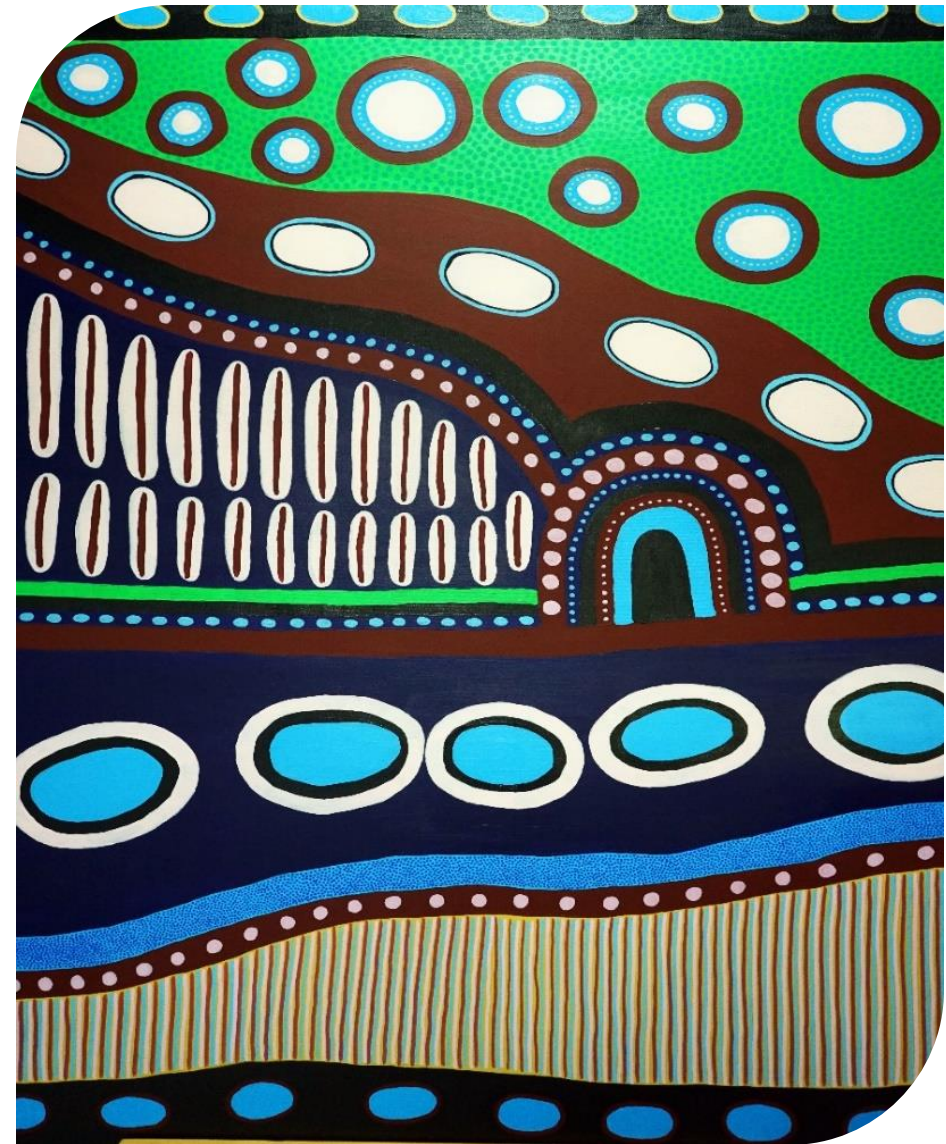
20 May 2025

AGENDA

Item	Description	Presenter
1	Open meeting and note apologies	G Cavanagh
2	Acknowledgement of Country	South32
3	Read and accept previous minutes Review actions and responses	G Cavanagh
4	New member presentation – I. McPherson	
5	Worsley Business Update <ul style="list-style-type: none"> • South32 Update • Boddington Bauxite Mine • Worsley Mine Development • Environment • Human Resources • Community 	Various
6	Members' updates	All
7	Any other business	G Cavanagh
8	Review actions from meeting	G Cavanagh
9	Next meeting location	G Cavanagh
10	Close meeting	G Cavanagh

Acknowledgment of Country

I would like to acknowledge the Wilman people of the Noongar nation who are the Traditional Custodians of this land we meet on today. I would also like to pay my respect to all Elders past, present and emerging.



WORSLEY BUSINESS UPDATE



Half Year Results February 2025

- Aluminium production increased 5%; Copper production increased 16%
- FY25 production guidance remained unchanged, except for Mozal Aluminium where we continued to mitigate the impact of civil unrest in Mozambique
- GEMCO cyclone recovery efforts continued, including the construction of a new wharf and dewatering activities allowing a phased restart of operations
- Illawarra Metallurgical Coal divestment completed

Quarterly Report March 2025

- Net cash increased by US\$299m to US\$252m in the quarter due to strong operating results
- Production highlights include 18% increase in copper and 6% increase in aluminium
- State and Federal government approval for Worsley mine development project
- GEMCO on track to recommence export sales in June 2025 quarter.

CEO Transition announcement May 2025

Matthew Daley to join as Deputy Chief Executive Officer on 2 February 2026; will assume the role of Chief Executive Officer (CEO) when Graham Kerr steps down from the role later in 2026.

Mr Daley will join South32 from Anglo American plc, where he is currently the Technical and Operations Director and a member of the executive leadership team. He joined Anglo American in 2017 as Group Head of Mining, and prior to that he was the Executive General Manager for Glencore's Canadian copper division. Mr Daley's earlier career included operational, commercial and project roles with Xstrata and Minera Alumbra.

WORSLEY MINE & MATERIALS UPDATE

Safety

- Safety performance remains positive with key metrics all tracking in line with forecasts
- Lead Safely Every Day (LSED) program continues
 - 95% completed Frontline workforce training; 95% LSED Leadership training
- Worsley's Refinery and Mine ERT collaborated with Alcoa to explore a Mutual Aid Agreement relationship and share benchmarking opportunities.
- Road Crash Rescue Training – Isolation of Electric Vehicles

Production

- Bauxite quality has improved over the year following early challenges associated with mining remnant ore
- Bauxite inventory remains a challenge as the business navigates the remaining secondary approvals required to facilitate mining in the high-grade areas within the newly approved mining areas.
- Safe execution of two major OBC outages
- New mining activities along the Pinjarra-Williams Road near the mine entrance have commenced.

Mine Enabling Activities

- Water bore exploration –exploration sites close to the Marradong Offices (visible from Pinjarra Williams Road), and near the Boddington Refuse site (potentially visible from Robins Road)
- Materials for construction starting to be delivered to site (eg material at the entrance to Marradong)
- Closure of Siding Road to the public
- Increase in traffic expected on Ashcroft road
- Harvesting of trees south of Gold mine Road (managed by Newmont)



LEAD Safely Every Day Frontline

Everyone is a safety leader at South32.
No matter what you do or where you work, your actions can guarantee that you and your colleagues go home safe and well.

Why this program?
To help you learn about how you can live our safety guarantee.

Who is it for?
Frontline teams, some contractors and people setting up work for others in the frontline.

What does the program cover?
There are 3 parts:

- Our beliefs and mindsets
- Risk – how we perceive and respond to it
- Speaking up for safety – how do we prevent injuries and fatalities by speaking up.

How will I learn?

- Through workshops supported by your leaders.
- Practicing what you've learned in the workplace.
- Use what you've learned in your individual lives and for your personal development.

The program also aligns with the South32 LEADership model and the 'LEAD Safely Every Day' program that is available to South32 leaders.

LEAD Safely Every Day - Frontline

Our LEADership Model

L LEADERSHIP MODEL

E EXPERIENCE OUR PEOPLE

A ALKALINE

D DELIVER PERFORMANCE

LEAD - Frontline Training

Flexible delivery options:
1-day, 2-half-day, or 3 workshops
Unit 1: Living Our Safety Guarantee (1.5 hrs)
Unit 2: Reducing Our Risk (3.5 hrs)
Unit 3: Empowering Our Voice (3.5 hrs)

LEAD - Frontline Application

- Guided discussions
- Reinforcement provided by Frontline Leaders through Visible Felt Leadership core routines

Teams: Ongoing safety improvement

Individuals: Personal development goals

ENVIRONMENT DISCUSSION

WHAT DO YOU WANT TO HEAR MORE ABOUT?

Environment project updates

Research

Recent surveys

Biodiversity

Compliance to approvals

GHG and Decarb

Waste

Surface and groundwater monitoring

Rehabilitation initiatives

Biodiversity offsets

Dust at Mine

Water abstraction

ASI or GISTM

Noise

BIODIVERSITY UPDATE

Part of our new approval requires us to survey every area we plan to clear for potential cockatoo hollow usage. This process requires:

- Pre clearance survey to determine trees that would be suitable with minimum DBH requirements
- Then each tree is checked with either a pole camera or drone to get photo evidence and inspect the hollows for their level of usage
- These trees are then ranked on their usage, and any rank 1 or rank 2 trees can be protected with a 30m buffer (unless it is essential for infrastructure, with a limit of 24 trees over the life of our new approval).

RANK 4



RANK 3



RANK 2



RANK 1



FAUNA MONITORING PROGRAM

Another exciting program that is coming up on site is the annual fauna monitoring program at BBM. This year our surveys will be focused on our saddleback operation. This program is a 10 day trapping program. There is 11 site locations where the trapping will occur, with each trapping site having: pitfall, elliot box traps, wire cage traps, cameras set up and eDNA stations.

During previous fauna programs we have caught: echidna, chuditch, grey bellied dunart, mardo, western pygmy possum, honey possum and qenda.

If people are interested in this I am happy to provide information on some photos and results from the fauna program and species we find!



WORSLEY PEOPLE UPDATE

HR Key Activity

- Worsley engagement survey, "Your Voice" completed. 83% participation rate. Results not yet released.
- Inclusion and Diversity focus: Female participation has grown by 2% and female leadership has grown by 2.4% this financial year.
- Planning – recently commenced bulk recruitment program which is run 2-3 times per year.
- Headcount Budgeting

Current Projects

- Working with GKB – Opportunities for local indigenous employees.
- Planning for FY26: Leadership Development programs
- Entry to Worsley programs: Work experience, TAFE, Traineeships, Engineer Cadet pilot.
- Planning for annual performance review process.

WORSLEY COMMUNITY UPDATE



Community Complaints

- 22 complaints FY25, Q3 (15 complaints in Q2)
- 22 complaints related to BBM
 - 11 complaints related to dust
 - 4 complaints related to noise
 - 2 complaints related excessive blasting notifications
 - 1 complaint related to dust from blasting activities
 - 1 complaint related to impact from blast
 - 2 complaints related to lighting towers
 - 1 complaint related to the environmental management plan for the new Boddington mine - there has been impact to birds, mussels and the river. Caller advised they can no longer swim in the river. She has spoken to the council and is asking for a call back. Caller advised she will be contacting ABC news and will be demanding a water quality check. Caller advised it is also impacting local farmers.



LOCAL VOICES FINDINGS

Feb-March 2025 'Pulse' Survey
May 2025

OVERALL DEMOGRAPHICS

South32 Worsley Alumina engaged Voconiq to conduct the Local Voice program, which enables community members to confidentially provide direct feedback and insights into the needs, concerns and priorities of the communities surrounding Worsley’s operations.

These findings are a snapshot of the results collected from the communities operate in during our Feb-March 2025 ‘pulse’ survey, with comparisons made between the ‘anchor’ survey that was open in June – July 2024.

Voconiq has collated all survey responses confidentially, with no personal information shared with South32 Worsley Alumina.



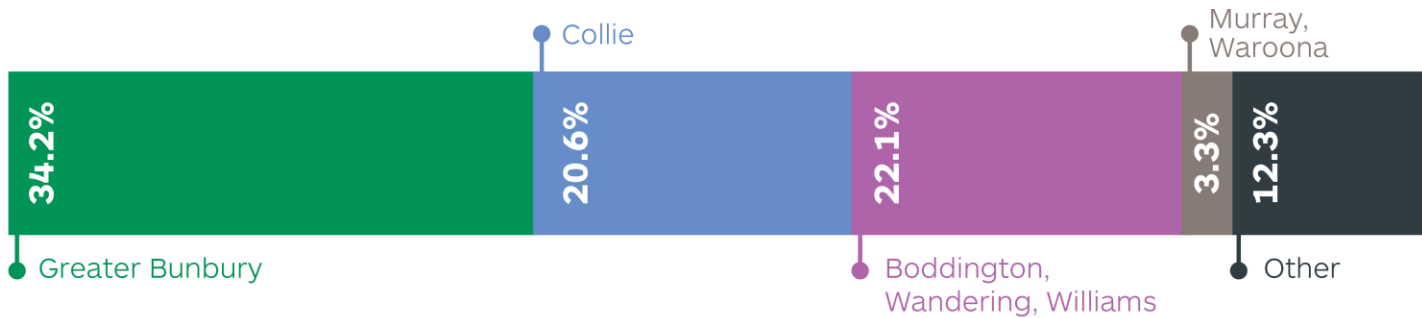
The survey was open from February 17 – March 30, 2025.



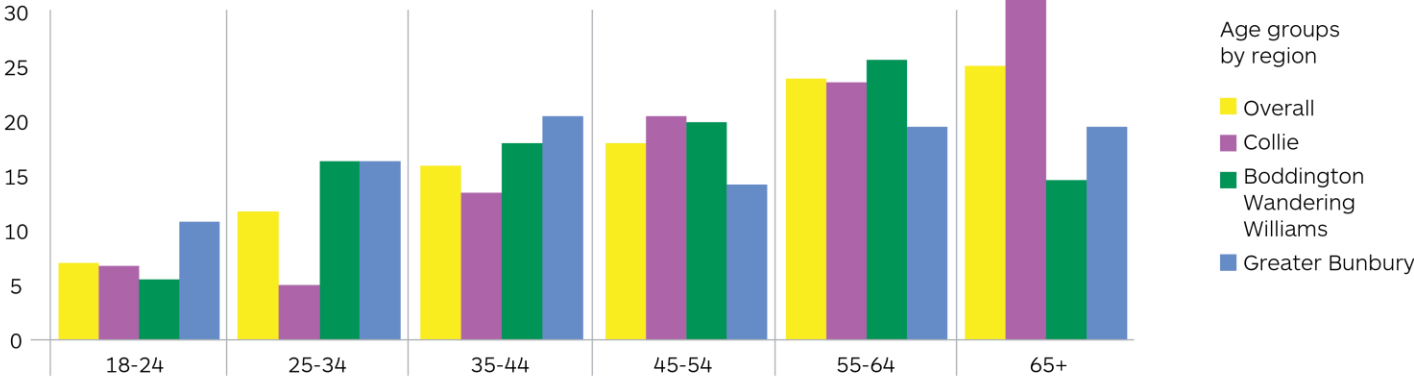
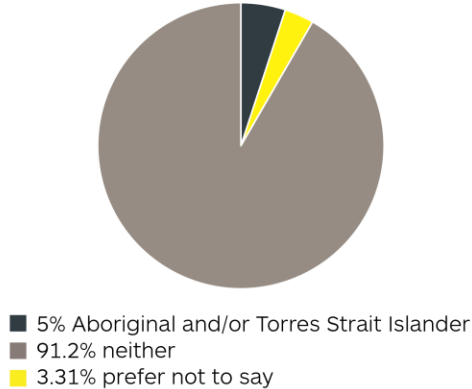
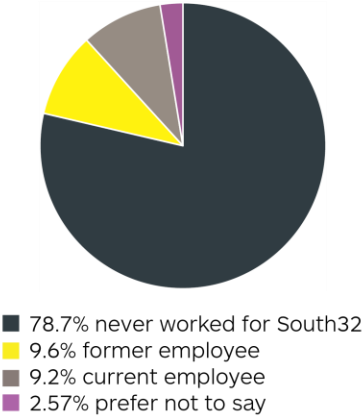
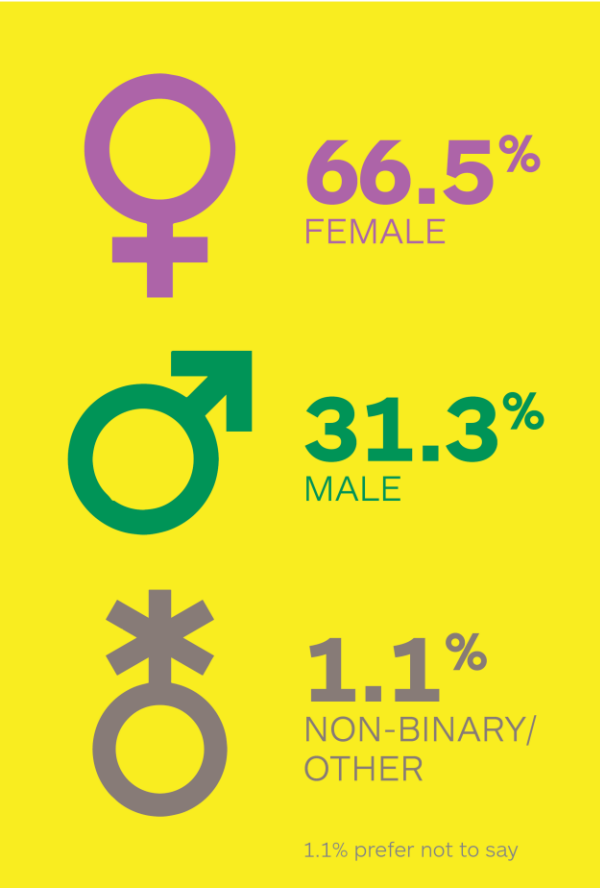
76.8% of responses were from new survey participants.



272 PARTICIPANTS



OVERALL DEMOGRAPHICS CONTINUED



Regions of Interest – Breakdown

Boddington	Collie	Greater Bunbury	Murray Waroona
Shire of Boddington	Shire of Collie	City of Bunbury	Shire of Murray
Shire of Wandering		Shire of Capel	Shire of Waroona
Shire of Williams		Shire of Dardanup	
		Shire of Harvey	

Locations in 'Other'?

n = 47

Locations had primarily 1 – 2 responses

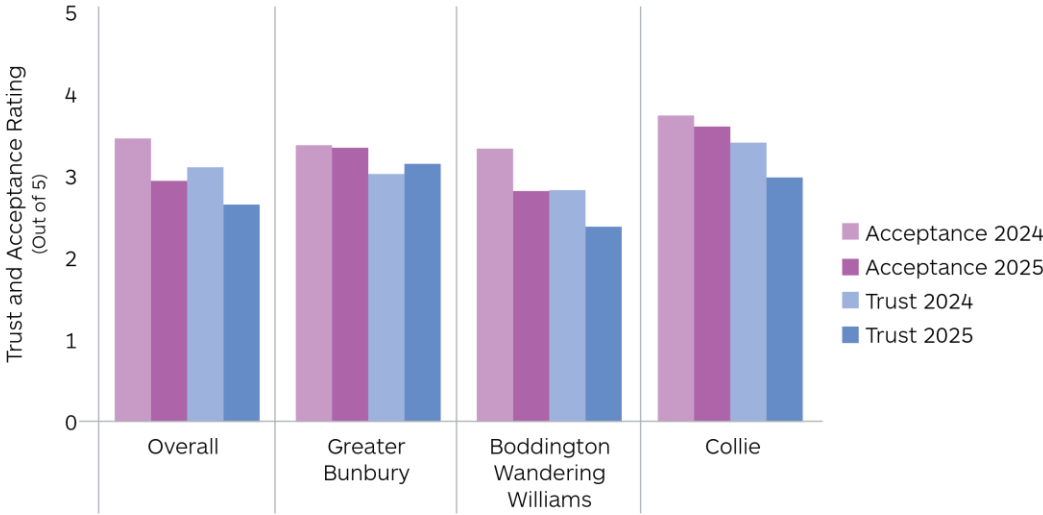
Locations with more than 2 responses:

- Dunsborough (4)
- Mandurah (3)

southperth
witchcliffe perth kalbarri swanbourne
pingelly brook hannans mounthelena
roleystone darlington dunsborough madeley
gosnells bridgetown inglewood
darlingdowns baldivis iluka
brookhampton donnybrook kalgoorlie
stjames hilton booragoon bicton hammondpark
margaretriver erskine claremont fremantle nollamara
wagin mandurah jane coolbellup karridale
mundaring kellerberrin maylands willagee
spearwood northwalpole subiac

OVERALL TRUST & ACCEPTANCE RATING

TRUST AND ACCEPTANCE RATING

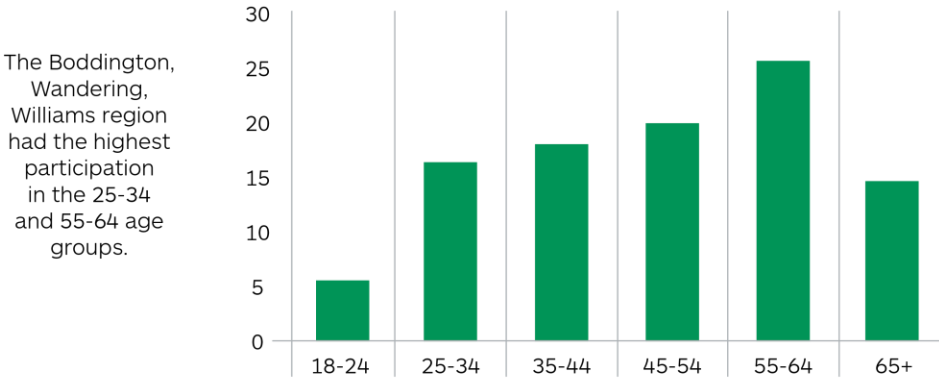
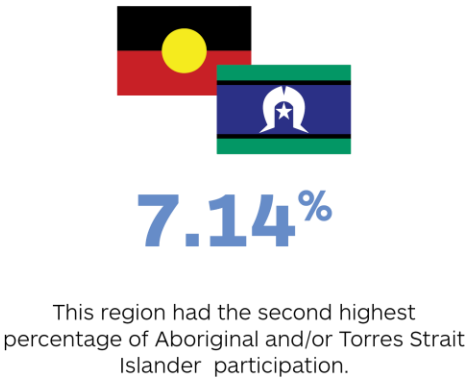
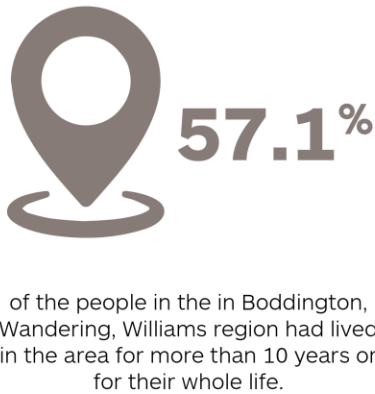
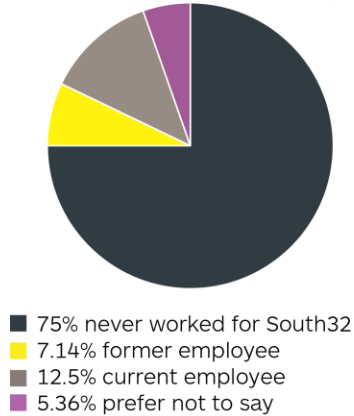
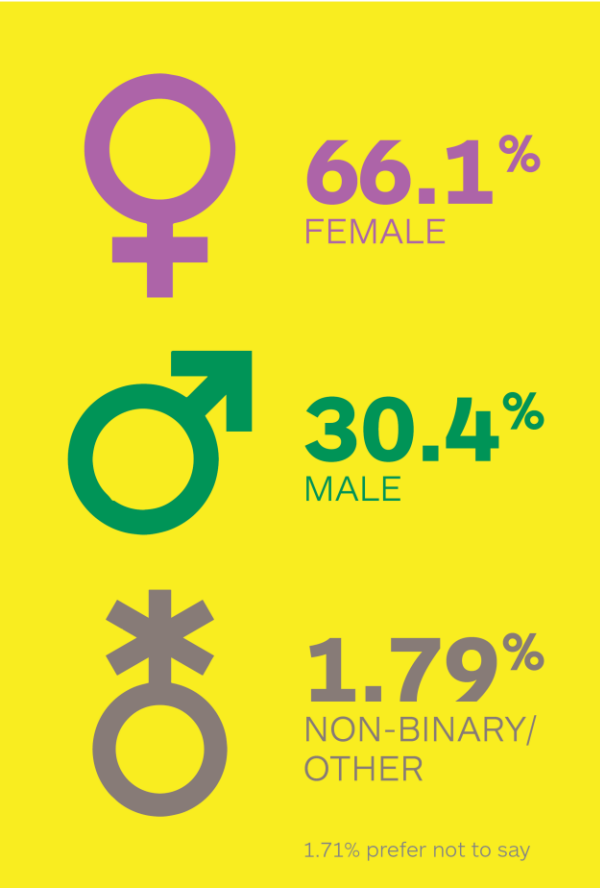


OVERALL STATISTICS AT GLANCE



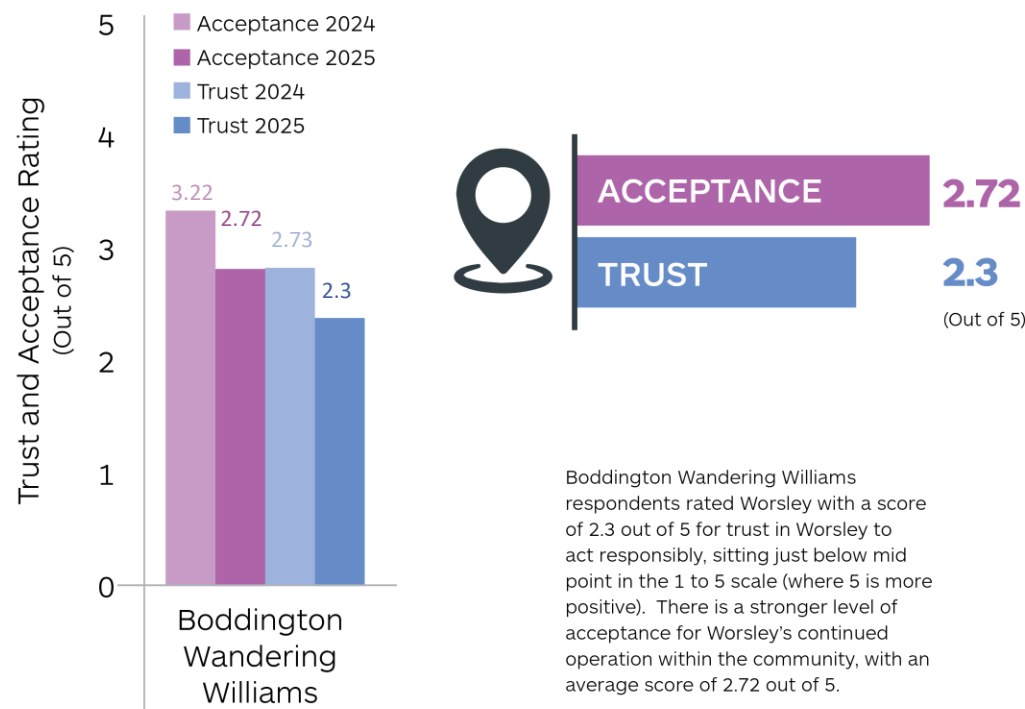
(to be included in this percentage respondents must have selected either moderately, very much and extremely in response to the question)

BODDINGTON-WANDERING-WILLIAMS PARTICIPANTS



BODDINGTON-WANDERING-WILLIAMS TRUST & ACCEPTANCE RATING

TRUST AND ACCEPTANCE RATING



STATISTICS AT GLANCE

57%

Accept South32 in the community



37%

Trust the company to value your community's needs and desires



52%

Trust South32 to be the best at what they do



42%

Trust the company to act responsibly



(to be included in this percentage respondents must have selected either moderately, very much and extremely in response to the question)

BODDINGTON-WANDERING-WILLIAMS COMMUNITY BELIEF

1.96
out of 5



Agree that South32 is prepared to change its practices in response to community concerns.

2.3
out of 5



Agree South32 listens and respects community opinions

2.93
out of 5



Agree South32 follows through on its commitment to my community



Combined, these procedural fairness scores show the Boddington-Wandering-Williams region perceives South32 as **not being very responsive, respectful of their opinions, or reliable in following through on commitments**. There seems to be a significant gap between South32's actions and the community's expectations and experiences.

MEETING SCHEDULE 2025

Proposed meeting dates for 2025:

- 20 May - Williams
- 19 August - Quindanning
- 18 November - Boddington



ALUMINIUM STEWARDSHIP INITIATIVE

BIODIVERSITY & ECOSYSTEM SERVICES

ASI Performance Standard: 8.1 a & b

The entity shall:

- a. Assess the risk to and potential impacts on Biodiversity & Ecosystem Services
- b. Undertake a systematic review, in consultation with and with the participation of Affected Populations & Organisations to identify Priority Ecosystem Services that are relevant to Affected Populations & Organisations

ASI Performance Standard: 8.3

The entity shall:

- Implement measures that increase resource efficiency of operations
- Where Ecosystem Services of relevance to Affected Populations & Organisations:
 - When under the Entity's direct management & control, use the Biodiversity mitigation hierarchy to maintain access to & value & functionality of ecosystem services
 - When not under the Entity's direct management, work with other parties or within scope of influence to mitigate impacts on Priority Ecosystem Services

MINE REHABILITATION

ASI Performance Standard 8.7e

- Ensure the Mine Rehabilitation and closure plan is developed in Consultation with and, where possible, with the participation of Affected Populations and Organisations and designed by a Qualified Specialist

ALUMINIUM STEWARDSHIP INITIATIVE

Affected Populations

ASI Performance Standard: 9.1c

- A mapping of Affected Populations and Organisations to ensure Affected Populations and Organisations are:
 - I. Engaged by the Entity
 - II. Consulted about operational activities and potential significant Human Rights impacts and informed of the operation's Complaints Resolution Mechanism.

ASI Performance Standard: 9.1c

- The Entity shall respect, in ways appropriate to its size and circumstances, the legal and customary rights and interests of Affected Populations and Organisations in their lands, livelihoods and use of natural resources, including, as a minimum:
 - a. Implement a plan to identify, prevent, monitor, mitigate and account for any significant impacts, including health and safety, social and cultural Human Rights and environmental impacts resulting from its activities.
 - b. Develop the plan in Consultation with and, where possible, with the participation of Affected Populations and Organisations.
 - c. In accordance with the plan, commit resources to Local Community development.
 - d. Review the plan at least every 5 years.
 - e. Review the plan after any changes to the Business that alter Material environmental, social and governance risk(s).
 - f. Review the plan on any indication of a control gap.
 - g. Publicly disclose the latest version of the plan.
 - h. Explore with Affected Populations and Organisations opportunities to respect and support their livelihoods.

TARIFFS

Of all the South32 commodities, **only lead and nickel** are subject to the universal/reciprocal tariffs. **Copper, alumina, bauxite, aluminium, zinc concentrate, manganese ore, gold, and silver** are exempt.

South32's existing commodity books are not exposed to the new tariffs from either pass through or being incurred by South32 (note we do have aluminium sales to the US, tariffs are payable by customer). No immediate action is required to change existing sales books, nor have any placement risks been identified for the short term.

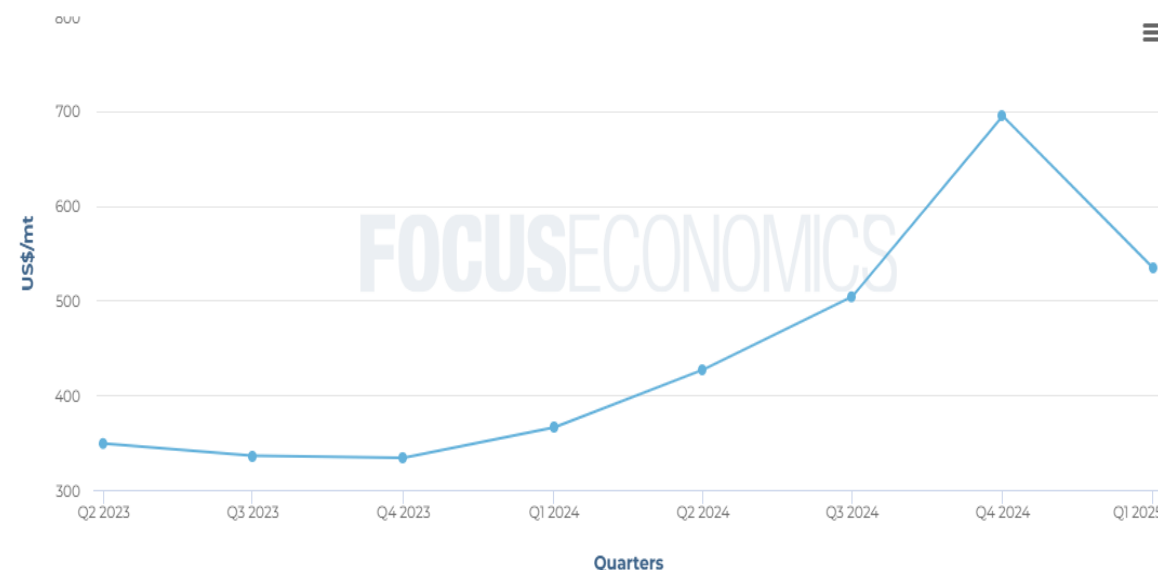
Although there does not appear to be direct impacts from the new tariffs, commodity books believe a net negative impact on commodity prices is to be expected due to the likelihood of a slowdown in global growth and muted demand.

Anticipation of upside risks to freight rates given the introduction of trade flow changes and/or inefficiencies.

Minimal impact to Supply Chain Operations is expected. Stringent documentation requirements for US-bound cargo are already in place and it remains to be seen if more requirements will be imposed

Select a commodity

Alumina



This chart displays Alumina (US\$/mt) from 2023 to 2025.

Prices fell for the fourth successive month in March as supply woes across the globe dissipated and as Indonesia ramped up capacity in Q1; prices are now below mid-2024 when a myriad of supply disruptions led to an acute rally.

OTHER* SECONDARY APPROVALS – WIDER PROPOSAL AREA

Secondary approvals are approvals required from Government Agencies that will support the implementation of the Revised Proposal, examples of the approvals are outlined below.

Submitted (Pre Sept)

- Works approval – Mobile Crushers & Oil water separator (6887/2024/1)
- Bed & Bank Permit – Hotham River & 34 Mile Brook

Submitted (Sept – Nov)

- Bed & Bank Permit – Wattle Hollow Brook
- Mining Proposal – L70/223

To be Submitted (Nov – Dec)

- Works Approval – Mobile Crushers for Road construction
 - Includes submission of a Noise Management Plan, which also applies to previously submitted Works Approval (6887/2024/1)
- 5C licence to take groundwater (seepage related to bridge construction)
- 5C licence to take surface water (seepage related to bridge construction)
- Section 40 Authorisation (Biodiversity Conservation Act 2016) for areas outside of the current approved area

* This does not represent an exhaustive list of secondary approvals, rather those that may be of interest to the wider community

**Many secondary approvals cannot be granted until if/when the Revised Proposal has been approved
As stipulated by section 41 of the *Environmental Protection Act 1986***