



Announcement Summary

Entity name

BHP GROUP LIMITED

Date of this announcement

Friday November 25, 2022

The +securities the subject of this notification are:

☒ +Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
BHPAC	PERFORMANCE RIGHTS	740,772	22/11/2022

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

BHP GROUP LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

1.2 Registered number type

ABN

Registration number

49004028077

1.3 ASX issuer code

BHP

1.4 The announcement is

☒ New announcement

1.5 Date of this announcement

25/11/2022



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

☒ +Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:

☒ has an existing ASX security code ("existing class")



Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code and description

BHPAC : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

22/11/2022

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class☒ Yes**Were any of the +securities issued to +key management personnel (KMP) or an +associate?**☒ Yes**Provide details of the KMP or +associates being issued +securities.**

Name of KMP	Name of registered holder	Number of +securities
Mike Henry	Mike Henry	325,471
Geraldine Slattery	Geraldine Slattery	105,805
David Lamont	David Lamont	107,787
Edgar Basto-Baez	Edgar Basto-Baez	102,109
John Udd	John Udd	99,600

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

Each share right is an entitlement to receive one fully paid ordinary share in BHP Group Limited, subject to meeting vesting conditions. For further details, refer to the Notes to the Financial Statements contained in the BHP 2022 Annual Report (accessible at: <https://www.bhp.com/investors/annual-reporting/annual-report-2022>).

Any other information the entity wishes to provide about the +securities the subject of this notification

Grant of share rights to KMP under BHP incentive plans. 117,948 of the 325,471 share rights issued to Mike Henry were Uplift Awards under the BHP incentive plans. BHP employees who continued to be employed by BHP after completion of the Petroleum merger with Woodside on 1 June 2022 did not receive the in specie dividend paid by BHP in respect of any unvested share rights, and the value of the underlying BHP shares which they will receive on vesting will be reduced as a result of the in specie dividend that has been determined. To treat BHP employees fairly and restore the value of the unvested share rights to their pre-completion value, BHP granted those employees a one-off grant of additional matching entitlements (referred to as Uplift Awards) on the same substantive terms as the original unvested share rights.



Issue details

Number of +securities
740,772

Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this application, the +securities of the entity will comprise:
(A discrepancy in these figures compared to your own may be due to a matter of timing if there is more than one application for quotation/issuance currently with ASX for processing.)

4.1 Quoted +Securities (Total number of each +class of +securities quoted)

ASX +security code and description	Total number of +securities on issue
BHP : ORDINARY FULLY PAID	5,065,820,556

4.2 Unquoted +Securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
BHPAC : PERFORMANCE RIGHTS	10,232,798



Part 5 - Other Listing Rule requirements

5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?

☒ No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

☒ No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

☒ Yes

5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

415,301

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?

☒ No