



Announcement Summary

Entity name

BHP GROUP LIMITED

Date of this announcement

Wednesday November 24, 2021

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	897,478	23/11/2021

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

24/11/2021



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

23/11/2021

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	205,791
Geraldine Slattery	Geraldine Slattery	97,330
David Lamont	David Lamont	84,553
Edgar Basto-Baez	Edgar Basto-Baez	107,033
John Udd	John Udd	79,760

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 award under the Cash and Deferred Plan (CDP) and Long Term Incentive Plan (LTIP) is a conditional right to one ordinary fully paid share in BHP Group Limited, subject to meeting the applicable service and/or performance conditions. For further details, refer to the Notes to the Financial Statements contained in BHP's 2021 Annual Report (accessible at: <https://www.bhp.com/investors/annual-reporting/annual-report-2021>).

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

This notification is in respect of the grant of the following awards to BHP's Executive Leadership Team under the Group's incentive plans: (i) CDP Awards that vest after two-years; (ii) CDP Awards that vest after five-years; and (iii) LTIP Awards.



Issue details

Number of +securities
897,478

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	2,950,251,394

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	12,762,279
BHPAA : DLC DIVIDEND SHARE	1
BHPAB : SPECIAL VOTING SHARE	1



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?

691,687

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