



Announcement Summary

Entity name

BLUESCOPE STEEL LIMITED

Date of this announcement

Wednesday December 13, 2023

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
BSLAB	RIGHTS	1,311,749	13/12/2023

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

BLUESCOPE STEEL 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

16000011058

1.3 ASX issuer code

BSL

1.4 The announcement is

☒ New announcement

1.5 Date of this announcement

13/12/2023



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

BSLAB : RIGHTS

Date the +securities the subject of this notification were issued

13/12/2023

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
Mark Vassella	Mark Vassella	163,320
David Fallu	David Fallu	30,028
Tania Archibald	Tania Archibald	33,775
Kristie Keast	Kristie Keast	31,079
Connell Zhang	Qingfeng Zhang	31,666
Robin Davies	Robin Davies	22,786

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

The Rights the subject of this Appendix comprise 91,172 Rights under BSL's FY24 Short Term Incentive Plan and 27,701 Rights under BSL's FY24 PSP Plan ('Share Rights'); 1,105,445 Rights under BSL's FY24 Long Term Incentive Plan ('Alignment Rights'); 85,000 Rights under FY24 Talent Retention Plan; and 2,431 Rights issued under BSL's other employee equity plans.

Summaries of the Share Rights and Alignment Rights terms are set out in Sections 5.2 and 5.3 respectively of BSL's 2023 Remuneration Report: <https://announcements.asx.com.au/asxpdf/20230821/pdf/05stlzmzq9qyx5.pdf>

The terms of the Rights issued under BSL's other employee equity plans covered by this Appendix are similar to the Share Rights and Alignment Rights terms, except that 85,000 Rights are subject to a 24-month vesting period and 2,431 Rights will vest in February 2025 and are not subject to any performance condition.

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

Each Right is a right to receive one fully paid ordinary share in BlueScope, subject to the Right vesting.



Issue details

Number of +securities

1,311,749

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
BSL : ORDINARY FULLY PAID	447,849,264

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
BSLAB : RIGHTS	3,291,082



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?

1,148,429 Share Rights

The Share Rights and Alignment Rights granted to BlueScope's Managing Director and CEO - Mark Vassella were approved by shareholders at the 2023 AGM and therefore fall within Exception 14 of LR 7.2 and do not use any of BlueScope's placement capacity under LR 7.1.

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)?

☒ N/A