



Announcement Summary

Entity name

BLUESCOPE STEEL LIMITED

Date of this announcement

Wednesday December 11, 2024

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	1,287,116	11/12/2024

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

11/12/2024



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

11/12/2024

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	163,288
David Fallu	David Fallu	55,899
Tania Archibald	Tania Archibald	34,781
Robin Davies	Robin Davies	23,277
Kristie Keast	Kristie Keast	33,559
Connell Zhang	Qingfeng Zhang	33,680

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

- a. 1,046,578 Rights under BSL's FY25 Long Term Incentive Plan (LTI Alignment Rights);
- b. 90,291 Rights under BSL's FY25 Short Term Incentive Plan (STI Share Rights);
- c. 65,247 Rights under BSL's FY25 Profit Share Plan (PSP); and
- d. 85,000 Rights under FY25 Talent Retention Plan (TRE).

Summaries of the LTI Alignment Rights and STI Share Rights terms are set out in Section 3, 'Remuneration Key Details', of BSL's 2024 Remuneration Report: <https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02839732-3A647991>.

The terms of the Rights issued under BSL's PSP and TRE Plans are similar to the Alignment Rights and Share Rights terms, except that these Rights are subject to a 12 and 24-month vesting period and will vest by September 2025 and 2026 (respectively).

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

1,287,116

Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)

ASX +security code and description	Total number of +securities on issue
BSL : ORDINARY FULLY PAID	438,609,849

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	3,567,282



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?

1,123,828 Share Rights

The Share Rights and Alignment Rights granted to BlueScope's Managing Director and CEO - Mark Vassella were approved by shareholders at the 2024 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