Company Information Report

Contact Details

Home Country:	Postal Address:	Postal Address:	City:	Area code:	Head Office Telephone:	Email:	Website:	Company Registration Date::	Latest Annual Report:	Recording Currency:
United Kingdom	Neathouse Place		London	SW1V 1BH	+44 20 7802 4000	investor.relations@bhpbilliton.com	http://www.bhpbilliton.com	0000/00/00	2023/06/30	USD

GUF Information

GUF in this sector:	Signed an IFA:	IFA signing Date:
IndustriALL	No	0

Sector Information

Sector:	Stock Exchange Listings:	Major Competitors:
Mining	Johannesburg Stock Exchange (JSE), London Stock Exchange, New York Stock Exchange, Australian Stock Exchange (ASX)	Rio Tinto, Vale, Xstrata, Alcan, Alcoa, Alumina, Anglo American, BP, BG Group, Cameco, Conoco Phillips, Devon Energy, Freeport McMoRan, Impala, Marathon Oil, Norilsk, Phelps Dodge, Shell

Five Major Shareholders

26%
HSBC Custody Nominees (Australia) Limited

16%
J P Morgan Nominees Australia Pty Limited

7%
Citicorp Nominees Pty Ltd

5%
Computershare Clearing Pty Ltd

5%

Citicorp Nominees Pty Limited

Company Performance Report

Company Performance in US Dollars - USD

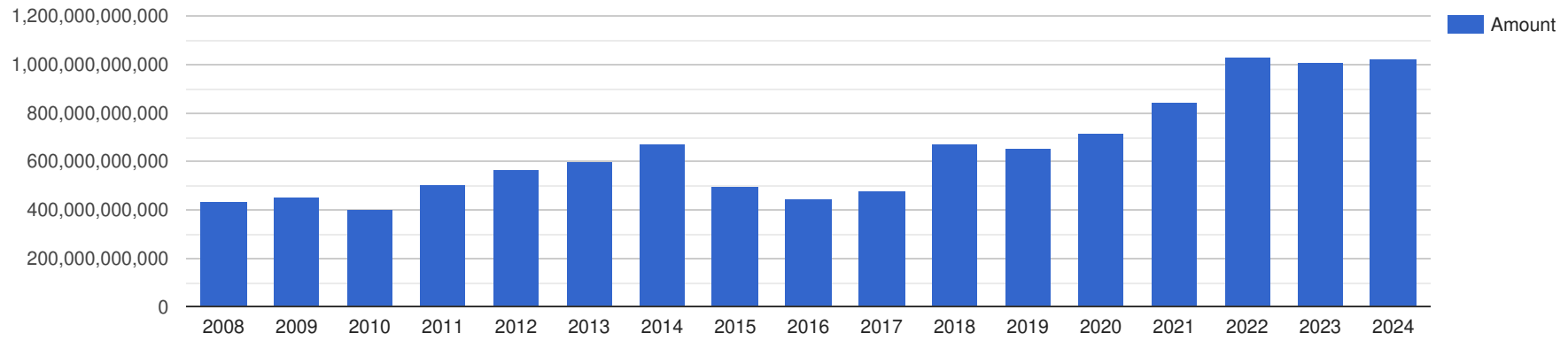
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2008	52,425,413,542	20,700,250,302	67,001,006,045	32,584,625,151
2009	53,602,027,251	12,401,560,427	84,089,774,882	40,629,335,308
2010	55,758,566,857	20,669,469,876	93,834,239,599	41,739,191,596
2011	71,739,000,000	31,255,000,000	102,891,000,000	45,136,000,000
2012	72,226,000,000	23,022,000,000	129,273,000,000	62,188,000,000
2013	65,968,000,000	17,872,000,000	138,109,000,000	66,074,000
2014	67,206,000,000	22,236,000,000	151,413,000,000	66,031,000,000
2015	44,636,000,000	8,056,000,000	124,580,000,000	54,035,000,000
2016	30,912,000,000	-7,259,000,000	118,953,000,000	58,882,000,000
2017	38,285,000,000	11,753,000,000	117,006,000,000	54,280,000,000
2018	43,638,000,000	15,996,000,000	111,993,000,000	51,323,000,000
2019	44,288,000,000	15,049,000,000	100,861,000,000	49,037,000,000
2020	42,931,000,000	13,510,000,000	104,783,000,000	52,537,000,000
2021	60,817,000,000	24,601,000,000	108,927,000,000	53,322,000,000
2022	65,098,000,000	33,137,000,000	95,166,000,000	46,400,000,000
2023	53,817,000,000	21,401,000,000	101,296,000,000	52,766,000,000
2024	55,658,000,000	17,537,000,000	102,362,000,000	53,242,000,000

Company Performance in South African Rand - ZAR

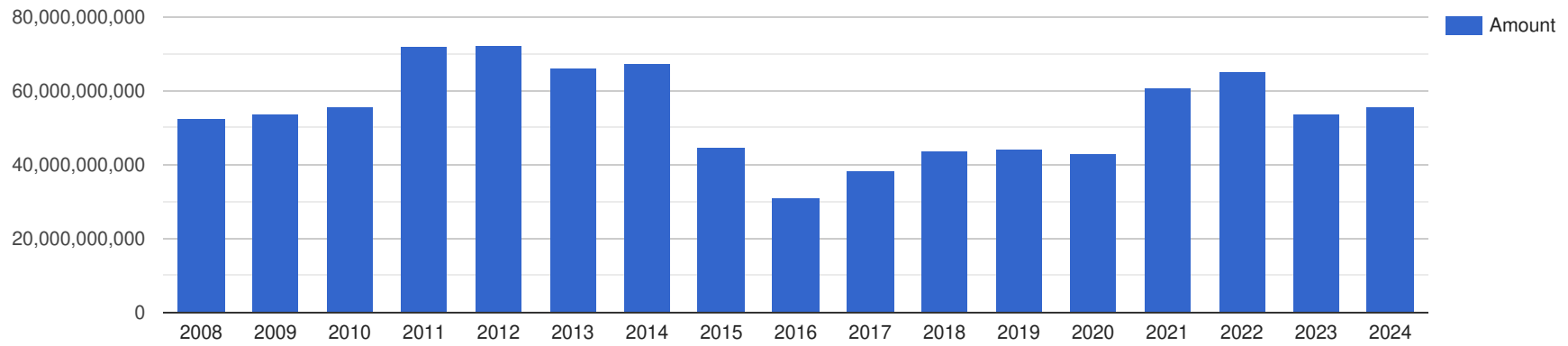
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2008	433,558,170,000	171,191,070,000	554,098,320,000	269,474,850,000
2009	452,401,110,000	104,669,170,000	709,717,700,000	342,911,590,000
2010	400,736,820,000	148,551,480,000	674,386,680,000	299,979,570,000
2011	501,671,328,671	218,566,433,566	719,517,482,517	315,636,363,636
2012	564,265,625,000	179,859,375,000	1,009,945,312,500	485,843,750,000
2013	599,709,090,909	162,472,727,273	1,255,536,363,636	600,672,727
2014	672,060,000,000	222,360,000,000	1,514,130,000,000	660,310,000,000
2015	495,955,555,556	89,511,111,111	1,384,222,222,222	600,388,888,889
2016	441,600,000,000	-103,700,000,000	1,699,328,571,429	841,171,428,571
2017	478,562,500,000	146,912,500,000	1,462,575,000,000	678,500,000,000
2018	671,353,846,154	246,092,307,692	1,722,969,230,769	789,584,615,385
2019	651,294,117,647	221,308,823,529	1,483,250,000,000	721,132,352,941
2020	715,516,666,667	225,166,666,667	1,746,383,333,333	875,616,666,667
2021	845,763,720,454	342,118,705,080	1,514,815,015,174	741,533,010,540
2022	1,028,404,423,381	523,491,311,216	1,503,412,322,275	733,017,377,567
2023	1,011,597,744,361	402,274,436,090	1,904,060,150,376	991,842,105,263
2024	1,023,388,372,008	322,454,308,094	1,882,138,785,717	978,965,174,861

Company Performance Changes Report

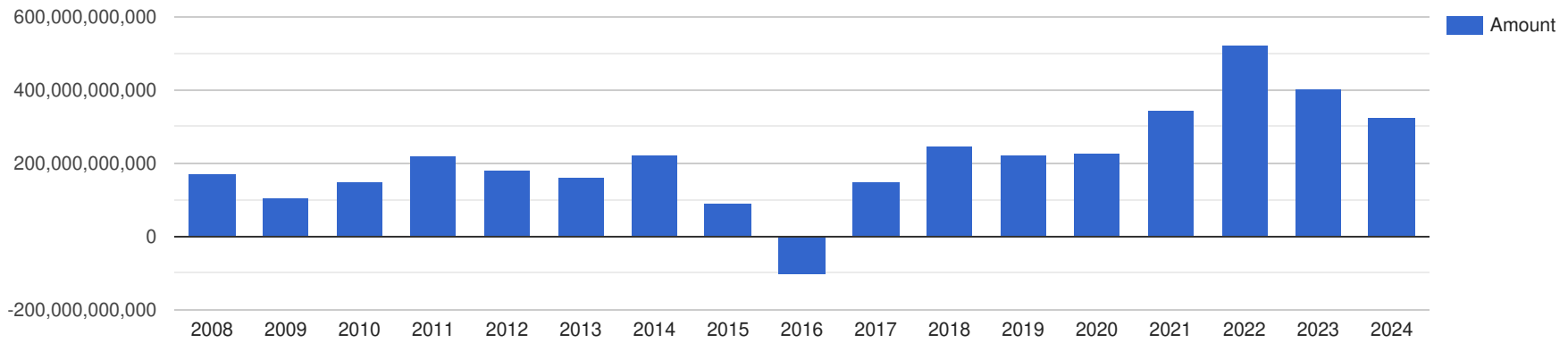
Company Revenue - ZAR



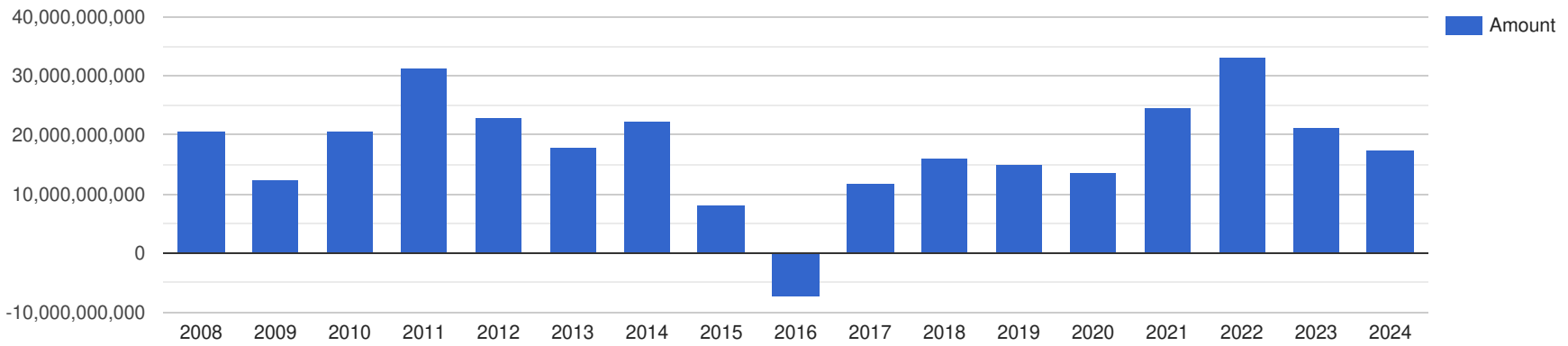
Company Revenue - USD



Company Profit Before Tax - ZAR



Company Profit Before Tax - USD



Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Kloppers	Marius	Male	Yes	No
2009	Kloppers	Marius	Male	Yes	Yes
2010	Kloppers	Marius	Male	Yes	Yes
2010	Mackenzie	Andrew	Male	No	No
2011	Kloppers	Marius	Male	Yes	Yes
2012	Kloppers	Marius	Male	Yes	Yes
2013	Kloppers	Marius	Male	No	No
2013	Mackenzie	Andrew	Male	No	No
2014	Mackenzie	Andrew	Male	Yes	Yes
2015	Mackenzie	Andrew	Male	Yes	Yes
2016	Mackenzie	Andrew	Male	Yes	Yes
2017	Mackenzie	Andrew	Male	Yes	Yes
2018	Mackenzie	Andrew	Male	Yes	Yes
2019	Mackenzie	Andrew	Male	Yes	Yes
2020	Mackenzie	Andrew	Male	No	No
2020	Henry	Mike	Male	No	No
2021	Henry	Mike	Male	Yes	Yes
2022	Henry	Mike	Male	Yes	Yes
2023	Henry	Mike	Male	Yes	Yes
2024	Henry	Mike	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	1,478,336	657,160	1,591,880	0	3,727,377	2,331,734	6,059,111
2009	2,102,321	883,551	1,819,140	0	4,805,012	6,113,223	10,918,235
2010	2,311,846	932,113	2,461,208	0	5,705,166	4,028,962	9,734,128
2011	2,114,814	931,634	2,351,448	0	5,397,896	10,407,897	15,805,793
2012	2,201,000	989,744	0	0	3,190,744	8,799,983	11,990,727
2013	2,148,000	1,596,000	1,570,000	0	5,314,000	11,575,000	16,889,000
2014	1,700,000	517,000	1,568,000	0	3,785,000	9,725,577	13,510,577
2015	1,700,000	570,000	1,156,000	0	3,426,000	0	3,426,000
2016	1,700,000	541,000	874,000	0	3,115,000	2,792,000	5,907,000
2017	1,700,000	515,000	1,922,000	0	4,137,000	2,955,000	7,092,000
2018	1,700,000	509,000	2,003,000	0	4,212,000	3,894,000	8,106,000
2019	1,700,000	1,090,000	653,000	425,000	3,868,000	4,037,000	7,905,000
2020	1,700,000	210,000	1,306,000	2,009,000	5,225,000	3,181,000	8,406,000
2021	1,700,000	20,000	4,692,000	170,000	6,582,000	7,939,000	14,521,000
2022	1,700,000	338,000	3,917,000	0	5,955,000	8,712,000	14,667,000
2023	1,742,000	174,000	3,762,000	7,000	5,685,000	8,032,000	13,717,000
2024	1,808,000	216,000	3,113,000	0	5,137,000	3,376,000	8,513,000

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	1	1,478,336	3,727,377	1,478,336	3,727,377
2009	1	2,102,321	4,805,012	2,102,321	4,805,012
2010	2	2,311,846	5,705,166	1,155,923	2,852,583
2011	1	2,114,814	5,397,896	2,114,814	5,397,896
2012	1	2,201,000	3,190,744	2,201,000	3,190,744
2013	2	2,148,000	5,314,000	1,074,000	2,657,000
2014	1	1,700,000	3,785,000	1,700,000	3,785,000
2015	2	2,700,000	6,755,000	1,350,000	3,377,500
2016	2	2,700,000	5,133,000	1,350,000	2,566,500
2017	2	2,700,000	6,681,000	1,350,000	3,340,500
2018	2	2,700,000	6,747,000	1,350,000	3,373,500
2019	2	2,700,000	6,240,000	1,350,000	3,120,000
2020	2	1,700,000	5,225,000	850,000	2,612,500
2021	1	1,700,000	6,582,000	1,700,000	6,582,000
2022	1	1,700,000	5,955,000	1,700,000	5,955,000
2023	1	1,742,000	5,685,000	1,742,000	5,685,000
2024	1	1,808,000	5,137,000	1,808,000	5,137,000

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	10	2,399,012	239,901
2009	12	4,048,581	337,382
2010	14	6,001,524	428,680
2011	12	3,541,432	295,119
2012	12	4,259,484	354,957
2013	12	4,665,000	388,750
2014	13	4,695,000	361,154
2015	11	3,132,000	284,727
2016	12	3,608,000	300,667
2017	12	2,676,000	223,000
2018	11	2,923,000	265,727
2019	11	2,518,000	228,909
2020	13	3,508,000	269,846
2021	13	3,167,000	243,615
2022	13	3,264,000	251,077
2023	12	2,949,000	245,750
2024	11	3,188,000	289,818

CEO Remuneration - ZAR:

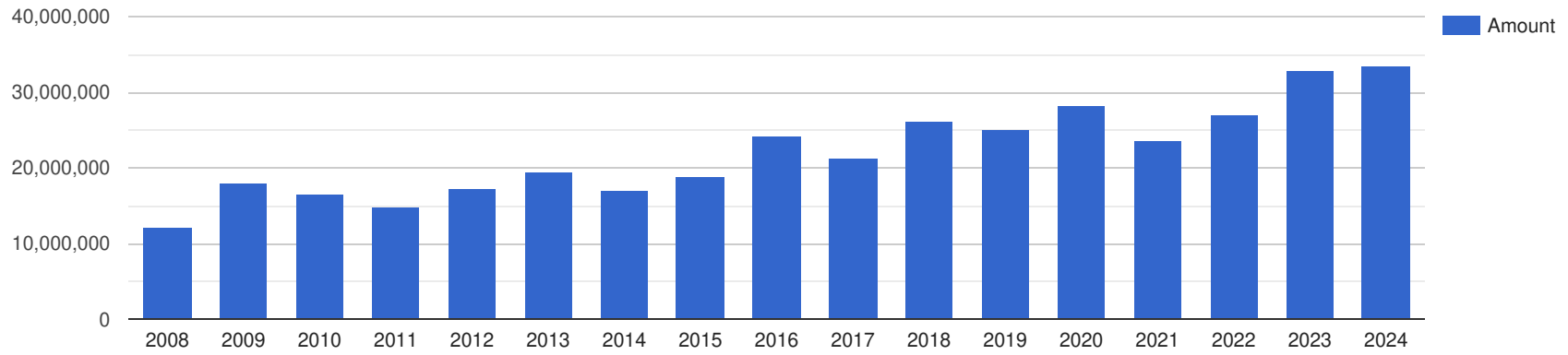
Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	12,225,840	5,434,717	13,164,851	0	30,825,408	19,283,442	50,108,850
2009	18,042,120	7,582,636	15,611,861	0	41,236,617	52,463,680	93,700,297
2010	16,615,238	6,699,093	17,688,700	0	41,003,031	28,956,150	69,959,181
2011	14,788,909	6,514,923	16,443,692	0	37,747,524	72,782,497	110,530,022
2012	17,195,313	7,732,375	0	0	24,927,688	68,749,867	93,677,555
2013	19,527,273	14,509,091	14,272,727	0	48,309,091	105,227,273	153,536,364
2014	17,000,000	5,170,000	15,680,000	0	37,850,000	97,255,770	135,105,770
2015	18,888,889	6,333,333	12,844,444	0	38,066,667	0	38,066,667
2016	24,285,714	7,728,571	12,485,714	0	44,500,000	39,885,714	84,385,714
2017	21,250,000	6,437,500	24,025,000	0	51,712,500	36,937,500	88,650,000
2018	26,153,846	7,830,769	30,815,385	0	64,800,000	59,907,692	124,707,692
2019	25,000,000	16,029,412	9,602,941	6,250,000	56,882,353	59,367,647	116,250,000
2020	28,333,333	3,500,000	21,766,667	33,483,333	87,083,333	53,016,667	140,100,000
2021	23,611,111	277,778	65,166,667	2,361,111	91,416,667	110,263,889	201,680,556
2022	26,984,127	5,365,079	62,174,603	0	94,523,810	138,285,714	232,809,524
2023	32,867,925	3,283,019	70,981,132	132,075	107,264,151	151,547,170	258,811,321
2024	33,481,481	4,000,000	57,648,148	0	95,129,630	62,518,519	157,648,148

Executive Director Remuneration - ZAR:

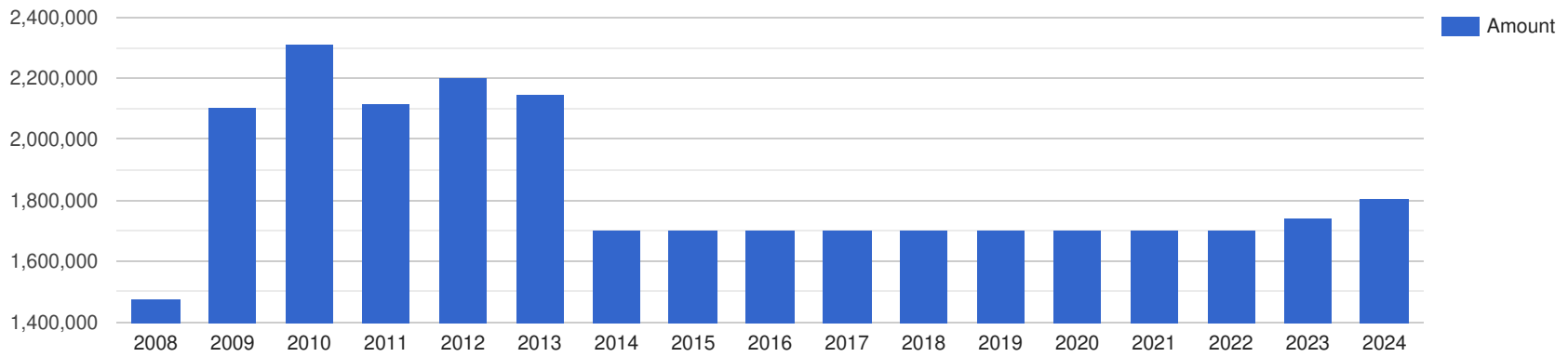
Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	1	12,225,840	30,825,408	12,225,840	30,825,408
2009	1	18,042,120	41,236,617	18,042,120	41,236,617
2010	2	16,615,238	41,003,031	8,307,619	20,501,515
2011	1	14,788,909	37,747,524	14,788,909	37,747,524
2012	1	17,195,313	24,927,688	17,195,313	24,927,688
2013	2	19,527,273	48,309,091	9,763,636	24,154,545
2014	1	17,000,000	37,850,000	17,000,000	37,850,000
2015	2	31,388,889	79,679,167	15,694,444	39,839,583
2016	2	38,571,429	73,328,571	19,285,714	36,664,286
2017	2	33,750,000	83,512,500	16,875,000	41,756,250
2018	2	41,538,462	103,800,000	20,769,231	51,900,000
2019	2	39,705,882	91,764,706	19,852,941	45,882,353
2020	2	28,333,333	87,083,333	14,166,667	43,541,667
2021	1	23,611,111	91,416,667	23,611,111	91,416,667
2022	1	26,984,127	94,523,810	26,984,127	94,523,810
2023	1	32,867,925	107,264,151	32,867,925	107,264,151
2024	1	33,481,481	95,129,630	33,481,481	95,129,630

Company Directors Fee Changes

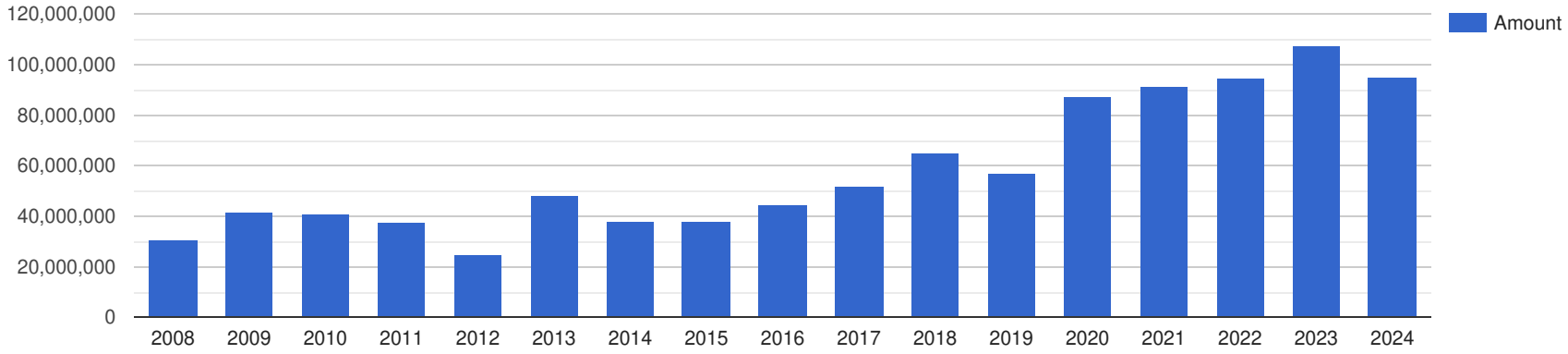
CEO Salary - ZAR



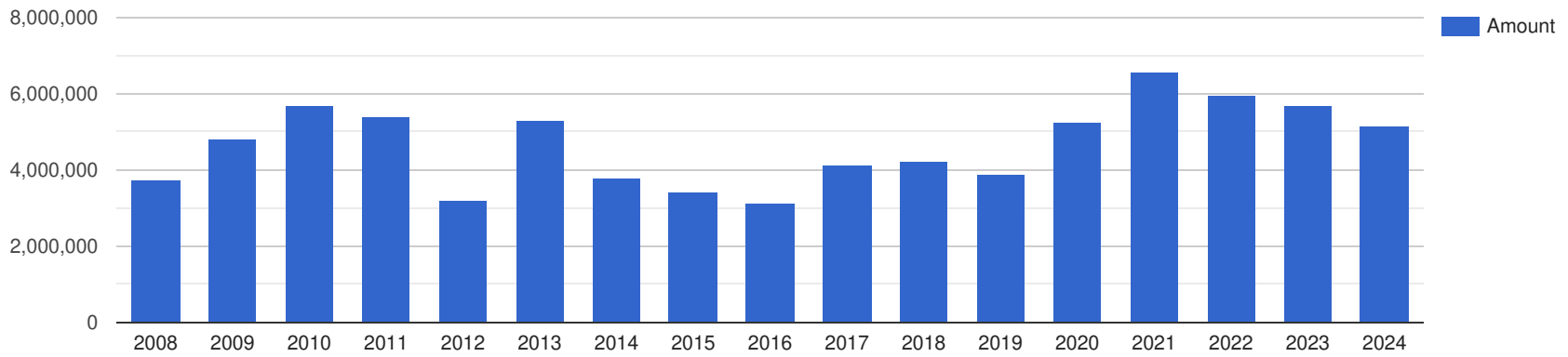
CEO Salary - USD



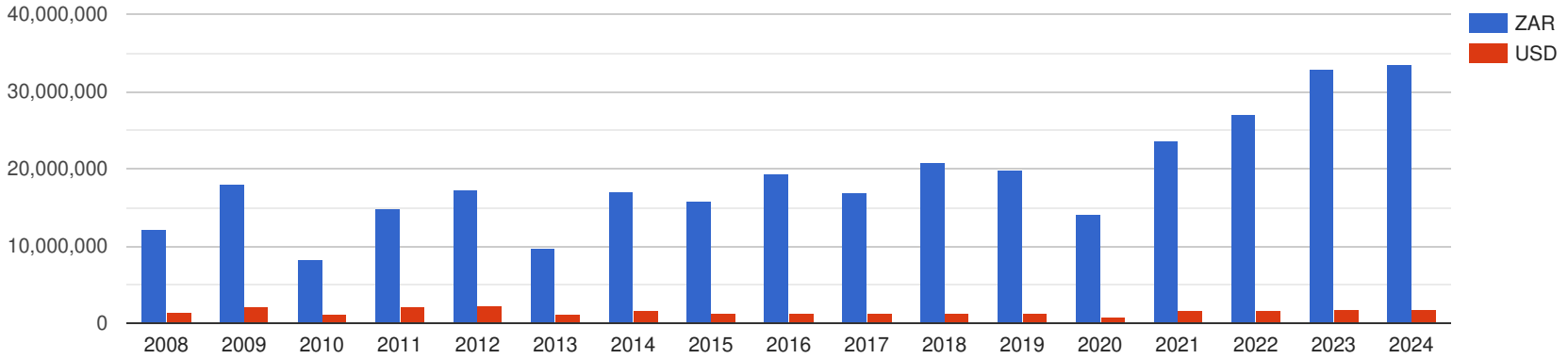
CEO Remuneration - ZAR



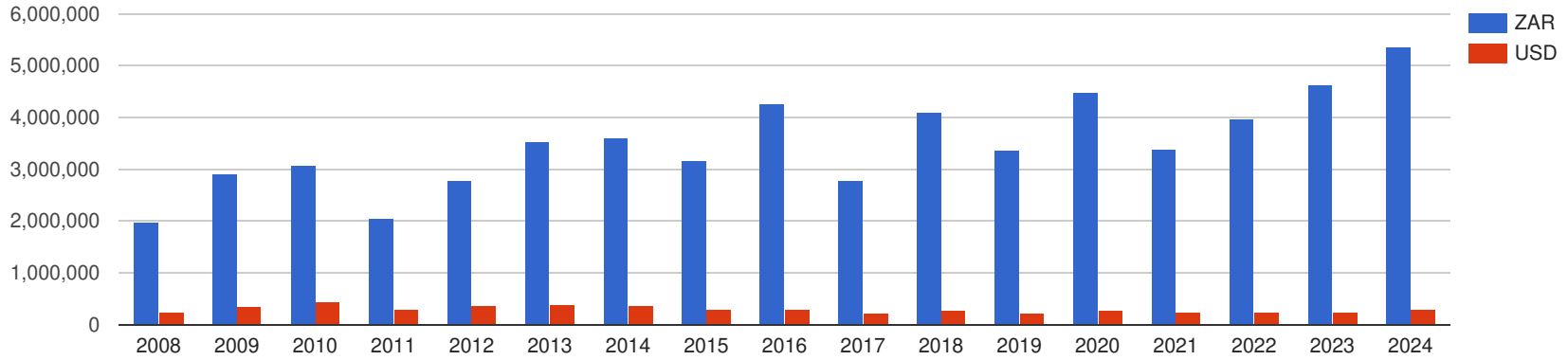
CEO Remuneration - USD



Average Executive Director Salary



Average Non-Executive Director



Company Employees Report

Total Employee Count:

Year End:	No. Employees:	No. Contractors	Total Workforce
2008	0	0	41732
2009	0	0	40990
2010	0	0	39570
2011	0	0	40757
2012	46370	75681	122051
2013	46892	79330	126222
2014	47044	76759	123803
2015	42829	64050	106879
2016	26827	38436	65263
2017	26146	34498	60644
2018	0	0	27161
2019	28926	43488	72414
2020	31589	0	31589
2021	34479	0	34478
2022	79471	0	79471
2023	83211	0	83211
2024	0	0	91587

Countries of Operation:

Country of Operation:	Is This the Home Country?	Is There a Recognition Agreement?	Country notes
South Africa	No	No	0
Mozambique	No	No	0
Algeria	No	No	0
Australia	No	No	0
Pakistan	No	No	0
Trinidad and Tobago	No	No	0
United Kingdom	No	No	0
United States of America	No	No	0
Brazil	No	No	0
Columbia	No	No	0
Chile	No	No	0
Peru	No	No	0
Canada	No	No	0

Total Employee Count:

Country:	Year End:	No. Operations	No. Employees:	No. Contractors:	Total Workforce:	Union(s):	Degree of Unionisation:	Min Wage (Local) Per Month:	Min Wage USD (Per Annum):	Min Wage USD (Per Annum):
South Africa	2014	3	9035	0	0	0	0	0	0	No
United Kingdom	2014	1	146	0	0	0	0	0	0	No
Algeria	2014	1	0	0	0	0	0	0	0	No
Australia	2014	12	0	0	0	0	0	0	0	No
Brazil	2014	2	0	0	0	0	0	0	0	No
Chile	2014	1	0	0	0	0	0	0	0	No
Columbia	2014	2	0	0	0	0	0	0	0	No
Canada	2014	0	0	0	0	0	0	0	0	No
Mozambique	2014	1	0	0	0	0	0	0	0	No
Pakistan	2014	1	0	0	0	0	0	0	0	No
Peru	2014	1	0	0	0	0	0	0	0	No
Trinidad and Tobago	2014	1	0	0	0	0	0	0	0	No
United States of America	2014	4	0	0	0	0	0	0	0	No