



The Manager – Listings
Australian Securities Exchange Limited
Exchange Centre
20 Bridge Street
SYDNEY NSW 2000

18 August 2025

Re: Compliance with Listing Rule 4.3A for the twelve months ended 30 June 2025

Dear Sir / Madam,

Attached in accordance with Listing Rule 4.3A are the following documents relating to BlueScope Steel Limited's results for the twelve months ended 30 June 2025:

- Appendix 4E Results for Announcement to the Market.
- BlueScope's FY2025 Annual Report including its Directors' Report and audited Financial Statements containing all other Appendix 4E requirements.

Yours sincerely,

Virginia Porter

Virginia Porter

Chief Legal Officer & Company Secretary
BlueScope Steel Limited

Authorised for release by the Board of BlueScope Steel Limited

For further information
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www.bluescope.com

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Results for Announcement to the Market

18 August 2025: The Company today reported its financial results for the 12 months ended 30 June 2025. Comparisons are provided to the 12 months to 30 June 2024, unless otherwise stated.

\$M unless marked	FY2025	FY2024	Variance	Variance %
Sales revenue from continuing operations	16,252.8	17,009.4	(756.6)	(4%)
Reported NPAT	83.8	805.7	(721.9)	(90%)
Underlying NPAT ¹	420.8	860.7	(439.9)	(51%)
Interim ordinary dividend (cps)	30.0	25.0	5.0	20%
Final ordinary dividend (cps) ²	30.0	30.0	-	-
Reported earnings per share (cps)	19.1	180.0	(160.9)	(89%)
Underlying earnings per share (cps)	95.9	192.3	(96.4)	(50%)
Net tangible assets per share (\$) ³	20.36	19.14	1.22	6%

1. Underlying results in this report are categorised as non-IFRS financial information provided to assist readers to better understand the financial performance of the underlying operating business. Underlying adjustments include discontinued operations, acquisitions and disposals of businesses, asset impairments/write-backs, restructuring costs and other unusual transactions. Tables 12, 13 and 14 provide reconciliations of underlying earnings to reported earnings.

2. The FY2025 final dividend is 50% franked, with a record date of 10 September 2025.

3. Net tangible assets include all right of use leased assets.

FY2025 Financial Detail

\$M unless marked	FY2025	FY2024	Variance	Variance %
EBITDA - underlying ¹	1,452.1	2,025.8	(573.7)	(28%)
EBIT - reported ¹	295.8	1,276.0	(980.2)	(77%)
EBIT - underlying ¹	738.2	1,339.2	(601.0)	(45%)
Return (Underlying EBIT) on invested capital (%)	6.2%	11.9%	-5.7%	
Net debt / (cash)	28.4	(364.0)	392.4	108%
Gearing	0.3%	N/A - net cash	0.0	100%
Leverage (net debt / LTM underlying EBITDA)	0.02x	N/A - net cash	0.0	100%

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Financial Commentary

- Sales revenue of \$16,252.8M was 4% lower than FY2024, on lower selling prices.
- Underlying EBIT of \$738.2M was 45% lower than FY2024, mainly due to lower steel spreads.
- Underlying NPAT decreased 51% to \$420.8M.
- Reported NPAT decreased 90% to \$83.8M, mainly due to lower underlying EBIT and impairment of the BCP business assets.
- Funding and shareholder returns:
 - Retained investment grade credit ratings from S&P Global Ratings and Moody's.
 - \$28M net debt position at 30 June 2025.
 - Financial liquidity of \$2.8Bn at 30 June 2025, including \$778M in NS BlueScope Coated Products joint venture.
 - \$293M returned to shareholders during FY2025, through dividends and buy-backs.
 - The Board has approved a 50% franked final dividend of 30.0 cents per share for FY2025, and the extension of the buy-back program to allow it to be used over the next 12 months¹.
- Group outlook:
 - Underlying EBIT in 1H FY2026 is expected to be in the range of \$550M to \$620M². Expectations are subject to spread, foreign exchange and market conditions.

Other information required by Listing Rule 4.3A

This report is based on the consolidated financial statements for the year ended 30 June 2025, which have been audited by Ernst & Young. Additional information supporting the Appendix 4E disclosure requirements can be found in the FY2025 Annual Report which contains the Directors' Report and the 30 June 2025 Financial Statements and accompanying notes.

1. \$240M available to be bought over the next 12 months. Execution will consider capital expenditure priorities and prevailing macroeconomic conditions and other factors.

2. Refer to 1H FY2026 Outlook section on page 25 of this document for outlook assumptions.

Annual Report

FY2025

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Our Purpose

We create and inspire smart solutions in steel, to strengthen our communities for the future.

Our Bond

Our Customers are our partners

Our success depends on our customers and suppliers choosing us. Our strength lies in working closely with them to create value and trust, together with superior products, service and ideas.

Our People are our strength

Our success comes from our people. We work in a safe and satisfying environment. We choose to treat each other with trust and respect and maintain a healthy balance between work and family life. Our experience, teamwork and ability to deliver steel inspired solutions are our most valued and rewarded strengths.

Our Shareholders are our foundations

Our success is made possible by the shareholders and lenders who choose to invest in us. In return, we commit to continuing profitability and growth in value, which together make us all stronger.

Our Local Communities are our homes

Our success relies on communities supporting our business and products. In turn, we care for the environment, create wealth, respect local values, and encourage involvement. Our strength is in choosing to do what is right.

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Contents

Message from the Chair and CEO	4
01. Earnings Report	7
Operations and Strategy	8
Group Financial Review	15
Business Unit Reviews	18
Outlook, Future Prospects and Risks	25
Detailed Explanatory Tables	32
02. Directors' Report	35
Auditor's Independence Statement	45
03. Remuneration Report	46
04. Financial Report	74
Consolidated financial statements	76
Notes to the consolidated financial statements	80
Directors' declaration	156
Independent Auditor's Report	157
05. Additional Information	162
Extended Financial History	163

2025 Reporting Suite

Our corporate reporting suite contains detailed information on BlueScope's strategy, financial and non-financial performance, risk management and governance frameworks.

The suite also includes our progress against our material sustainability topics. We continually evolve our reporting suite in response to shareholder and stakeholder feedback, and to align with legislation, disclosure frameworks and leading practices.

BlueScope's 2025 Reporting Suite includes:

- 2025 Annual Report
- 2025 Corporate Governance Statement
- 2025 Sustainability Report
- 2025 Sustainability Data Supplement
- 2025 Modern Slavery Statement
- 2025 Tax Contribution Report

To view these reports visit bluescope.com

Important Information

Forward Looking Statements

This report contains forward-looking statements. The forward-looking statements may be identified by the use of forward-looking terminology such as "may", "could", "would", "will", "should", "expect", "intend", "anticipate", "estimate", "continue", "assume", "target", "forecast" or other similar expressions, or by statements on strategy, plans, outlook, objectives, targets, goals, future events or intentions. Indications of, and guidance on, future earnings and financial position and performance are also forward-looking statements.

The forward-looking statements are based on assumptions and information known by BlueScope as at the date of this report, are provided as a general guide only and are not guarantees or predictions of future performance, and involve known and unknown risks, uncertainties and other factors which may cause our actual results, performance and achievements, or industry results, to be materially different from those expressed in or implied by any forward-looking statements. Many of these risks, uncertainties and other factors are outside the control of BlueScope and include, but are not limited to, those disclosed as "material risks" in the Earnings Report within this Annual Report.

Readers should not place undue reliance on the forward-looking statements, and past performance cannot be relied upon as a guide to future performance.

To the maximum extent permitted by law, BlueScope and its affiliates and their respective officers, directors, employees and agents give no representation, warranty or other assurance in connection with, and disclaim all responsibility for, the currency, accuracy, reliability or completeness of any forward-looking statements, whether as a result of new information, future events or results or otherwise. Except as required by applicable laws or regulations, BlueScope does not assume any obligation, or undertake, to publicly release any updates or revisions to any forward-looking statement contained in this report to reflect any change in expectations and assumptions.

Non-IFRS Information

This report includes certain financial measures that are not prepared in accordance with Australian Accounting Standards (AAS) or International Financial Reporting Standards (IFRS). These non-IFRS measures are used internally by management to assess the performance of our business and make decisions about resource allocation.

The non-IFRS measures presented in this report include those referenced as 'underlying' information. These measures exclude items that management considers not representative of the underlying performance of the business.

While BlueScope believes these non-IFRS measures provide useful information for understanding our financial performance, they should not be viewed in isolation or used as substitutes for the equivalent IFRS measures. Non-IFRS measures in this report may not be comparable to similarly titled measures used by other companies and should be read in conjunction with our audited financial statements.

Reconciliations between non-IFRS measures and their most directly comparable IFRS measures are provided in the relevant sections of this report. Investors should consider both IFRS and non-IFRS measures when evaluating our performance. Non-IFRS financial measures have not been subject to audit or review.

Message from the Chair and CEO



In a year marked by cyclically soft conditions and global volatility and uncertainty, BlueScope has once again demonstrated the strength of its business model, the discipline of its financial framework and the momentum of its strategy.

Jane McAloon AM
Chair

Mark Vassella
Managing Director and Chief Executive Officer

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FY2025 Highlights

FY2025 was a challenging year for performance – but one in which your Company executed its strategy well and achieved progress.

In the year, BlueScope worked through macroeconomic uncertainty, with record steel exports from China and volatility in US spreads to deliver a resilient result, underpinned by its diversified portfolio of quality assets and multi-domestic strategy. Importantly, we continued to progress our global “Refocus on Safety” program and made solid strides on our decarbonisation initiatives.

Key highlights in the FY2025 year include:

- Delivery of \$738 million underlying EBIT, with a ROIC of 6.2%, on cyclically soft earnings and an increased asset base as we invest for future earnings and growth.
- Retention of a robust balance sheet, with \$28 million net debt at 30 June 2025.
- \$293 million returned to shareholders via dividends and on-market buy-backs.
- Strong progress on our cost and productivity program, which delivered a \$130 million net improvement in performance (on the FY2024 cost base).
- Continued advancement to the range of major capital projects that will underpin a targeted \$500 million in annual earnings growth by 2030.
- Positioning our 1,200ha surplus and adjacent property portfolio to realise value, commencing in FY2026.

Disappointingly, there has been a delay in achieving our expectations of the BlueScope Coated Products (BCP) business since it was acquired in 2022, and an impairment of \$439 million has been recorded. We continue to invest in the turnaround of the business and in FY2025 there has been significant uplift in operating reliability, asset performance and customer engagement. BCP remains core to our North American integration strategy and underpins our planned launch of COLORBOND® steel.

Safety

Our commitment to our people-centred approach to health and safety, and culture of learning continues. It is focused on engaging our people to design solutions that deliver effective safety controls and embedding a culture of care, learning and accountability.

Our global “Refocus on Safety” program continues to drive cultural and operational improvements across the business. While our total recordable injury frequency rate (TRIFR) has improved to 8.5, it remains above our long-term target range. We are continually improving how incidents and injuries are managed to reduce the risk of re-occurrence.

FY2025 Results

Underlying EBIT
\$738M

45% lower than FY2024

Underlying EBIT ROIC
6.2%

Down from 11.9% in FY2024

Reported NPAT
\$84M

90% lower than FY2024

Shareholder returns
\$293M

Dividends and buy-backs

Net Debt
\$28M

Down from \$88M net cash at
31 Dec 24

In FY2025, our people delivered 192 critical risk control improvement projects, with over 1,300 employees participating in HSE learning programs. Despite this effort, some of our people suffered life changing injuries, with significant impact on them, their families and our people. This is something we are absolutely committed to addressing.

Business Performance

Underlying EBIT of \$738 million in FY2025 reflected the resilience of our multi-domestic business model and our focus on delivery of our strategy. While earnings were impacted by cyclically soft conditions, we are positioned well in our key markets and continued to invest for the future.

Our North American business delivered over \$500 million in underlying EBIT, as North Star maintained its leading position on the cost curve, with debottlenecking investments further underwriting this position. Our Australian operations delivered solid results, supported by stronger domestic volumes and continued demand for COLORBOND® and TRUECORE® steels. Asia delivered a steady performance, whilst New Zealand was impacted by continued soft domestic demand conditions and challenging energy pricing, prior to converting to the new Electric Arc Furnace (EAF) model.

Operating cash flow for the year, after capital expenditure¹ was \$180 million, lower than the prior financial year on softer earnings and higher capital expenditure. Despite this lower operating cash flow, BlueScope finished the financial year with a robust balance sheet, with \$28 million net debt.

BlueScope also continued to make progress on its key sustainability outcomes in the year - maintaining focus on building our inclusive culture and continuing to strengthen supply chain oversight. In September 2024, we released our second Climate Action Report, updating BlueScope's decarbonisation pathway and progress. This included updates on the EAF installation at New Zealand Steel, Project NeoSmelt and our Australian DRI options study which are focused on future decarbonisation options.

Strategy and Growth to 2030

During the year, we set out a program of work to deliver earnings growth both in the near-term and through to 2030.

In the near-term, we are progressing a cost and productivity improvement program, with a target of delivering a \$200 million improvement in FY2026 on the FY2024 cost base. In the medium-term, we're working on a range of initiatives and investments within our core capabilities to deliver a targeted \$500 million of additional annual earnings by 2030. And we are excited by the work being undertaken to realise value from our 1,200ha portfolio of surplus and adjacent landholdings.

These initiatives, combined with the potential for upside in steel spreads from their current cyclically and historically low levels, even allowing for any unfavourable reversion in A\$:US\$ foreign exchange rates, positions BlueScope well for continued earnings growth in the coming years.

At the end of FY2025, we recognised a \$438.9 million impairment on the goodwill and intangible assets of our US BlueScope Coated Products (BCP) business due to its near-term underperformance. This write-down reflects that poor performance, and the time being taken to integrate the assets and deliver on our expectations. This has been recognised in the Managing Director and Chief Executive Officer's short-term incentive. Whilst disappointing, the Board and management fundamentally believe in the medium to long term opportunity to create value from BCP as it is a business we know, in a growing market.

Earlier this month BlueScope announced it has entered into a collaboration agreement with Nippon Steel Corporation, JSW Steel Limited and POSCO to form a consortium to participate in the Whyalla Steelworks, South Australia, sale process. The consortium has identified Whyalla as a prospective location for future production of lower emissions iron in Australia for both domestic and export markets. Any decision to make an offer to acquire and develop expanded operations at Whyalla would be subject to due diligence and the consortium members' return on investment hurdles.

BlueScope's Financial Framework

Since its establishment in 2017, BlueScope's Financial Framework has guided the Company's decision-making, supporting its "Transform, Grow, Deliver" strategy in the pursuit of Our Purpose. The Framework outlines the guiding principles for financial management, built on our long experience of operating in steel markets globally.

The Framework serves as a foundation for BlueScope's long-term financial sustainability, driving quality earnings, underpinning financial and operating strength, and balancing the competition for capital between shareholder returns and capital investments. This discipline is specifically designed to enable confident operation and investment in our long-life, capital-intensive business through macroeconomic cycles.

Rewarding Shareholders

A core part of BlueScope's Financial Framework is balancing the competition between growth investments and returns to shareholders. Under this Framework, we aim to distribute at least 50% of free cash flow to shareholders in the form of consistent dividends and buy-backs.

In FY2025, the Company returned \$293 million to shareholders, comprised of \$263 million in dividends and \$30 million in on-market buy-backs. For 2H FY2025, the Board has approved the payment of a 50% franked final dividend of 30.0 cents per share. In addition, the Board has approved an extension of the buy-back program to allow it to be used over the next 12 months². Execution will consider capital expenditure priorities, prevailing macroeconomic conditions and other factors.

1. Cash flow before investment expenditure and financing.

2. Extension will allow the balance of the buy-back program of up to \$240 million to be bought over the next 12 months.

Board and Management Team

Strong governance and leadership are critical to BlueScope's success. In FY2025, we continued to strengthen our Board and Executive Leadership Team (ELT) to support the Company's strategic direction.

The Board remains focused on ensuring its combination of diverse skills, experience and personal qualities continues to drive its effectiveness. During the year, the ongoing renewal program remained a key focus, as did the oversight and support of the ELT. Earlier this month we announced the retirement of long-standing non-executive director, Mr Ewen Crouch, and the appointment of US-based Ms Cheri Phyfer as non-executive director. Mr Crouch has been an outstanding director for more than 12 years, working closely with all three Chairs, providing invaluable counsel and service. We are delighted to welcome Ms Phyfer to the Board, providing further US commercial experience and expertise in North American coated and painted steel building products.

At the ELT, we appointed a new Chief Legal Officer and Company Secretary, Virginia Porter, and new Chief Executive Climate Change and Sustainability, Deborah Caudle, to fill these roles made vacant through retirements. We also appointed Michael Yiend as our Head of Property Development to support accelerating the value realisation of our land portfolio.

The BlueScope Board and ELT continue to drive governance, performance, culture and innovation across the business, ensuring BlueScope is positioned well for future success.

Outlook

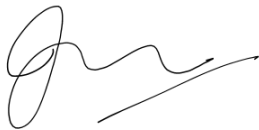
We are entering FY2026 with confidence. While macroeconomic conditions remain mixed, our multi-domestic strategy of prioritising in-market production for in market consumption sets us up strongly to manage the current environment. We are seeing signs of recovery in Australian construction and improving spreads in the US. Our focus remains on the levers we control – cost, capital and capability – while positioning the business for longer-term growth.

Accordingly, we expect 1H FY2026 underlying EBIT to be in the range of \$550 million to \$620 million, subject to spread, foreign exchange and market conditions. A further update on trading conditions will be provided at our AGM on 18 November 2025.

Conclusion

BlueScope is a very different type of steel company, defined by a spread of strategic assets, operational excellence and financial discipline. As evidenced by the performance of the business in FY2025, your Company is delivering results today while building for tomorrow.

We thank our team of 16,500 people for their dedication, our customers and partners for their trust and our shareholders for their continued support.



Jane McAloon, AM
Chair



Mark Vassella
Managing Director and Chief Executive Officer

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Section

01.

Earnings Report

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Operations and Strategy

Description of Operations

BlueScope is a global leader in metal coating and painting for building and construction, with approximately 16,500 people at over 160 sites in 15 countries.

Principally focused on the Asia-Pacific region, the Group manufactures and markets a wide range of branded products that include pre-painted COLORBOND® steel, zinc/aluminium alloy-coated ZINCALUME® steel and the LYSAGHT® range of building products.

Our businesses

Australia

BlueScope is Australia's largest steel manufacturer, employing around 7,100 people at approximately 100 sites. The operations are a mix of large manufacturing plants, rollforming facilities and distribution centres, producing and selling quality branded products primarily for the Australian building and construction industry.

North America

BlueScope operates five businesses across North America, employing around 4,700 people: North Star BlueScope Steel, BlueScope Recycling and Materials, Buildings North America, BlueScope Coated Products and NS BlueScope Coated Products (North America).

North Star is a low-cost regional supplier of hot rolled coil, based in Ohio, serving automotive, construction and manufacturing end-use industries. North Star is highly efficient, operates at industry leading utilisation rates and is strategically located near its customers and in one of the largest scrap regions of North America. BlueScope Recycling and Materials (BRM) is a full-service, ferrous scrap metal recycler with three processing facilities in the region in which North Star operates.

Buildings North America, BlueScope Coated Products and NS BlueScope North America collectively focus on the large non-residential construction industry, supplying quality precision-engineered buildings solutions and high-quality metal coated and painted steel building products. NS BlueScope North America is a joint venture with Nippon Steel Corporation (NSC), with operations on the West Coast of North America. BlueScope holds a controlling interest and therefore consolidates the business.

Asia

BlueScope has an extensive footprint across Asia, employing around 3,050 people in the region. The operations in Thailand, Indonesia, Vietnam, Malaysia, India and China all primarily serve the domestic building and construction industries in each of these countries.

BlueScope operates in partnership with NSC across South East Asia and with Tata Steel in India. Both are joint ventures, with BlueScope controlling and therefore consolidating the South East Asian joint venture with NSC and jointly controlling and therefore equity accounting the joint venture with Tata Steel.

New Zealand and Pacific Islands

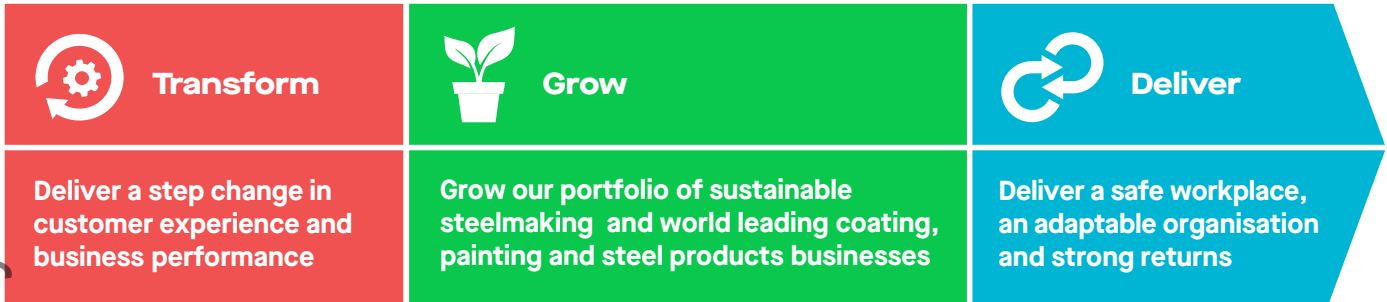
The New Zealand Steel business is the only steel producer in New Zealand, with operations including the Glenbrook Steelworks, the Pacific Steel long products business, the Waikato North Head ironsands mine and the Pacific Islands businesses. In the region, the business employs around 1,600 people and produces a range of flat and long steel products, primarily for domestic use.

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Our Strategy and Financial Framework

Our Strategy

Our Strategy sets out how the Company will deliver on Our Purpose and deliver strong returns and sustainable outcomes over the next five years and beyond. Our Strategy drives transformation and growth, while continuing to deliver on core expectations of BlueScope's stakeholders. Core elements of Our Strategy include investment in carbon reduction technologies, product and service innovation, and delivering a safe, inclusive and diverse workplace.



Our Financial Framework

Since 2017, BlueScope's Financial Framework has provided clarity, both internally and to our investors, as to how the Company approaches business performance measurement, capital allocation, the balance sheet and shareholder returns.

The Framework is comprised of three pillars:

FY2025 Highlights

Returns Focus	<ul style="list-style-type: none"> • ROIC > WACC on average through the cycle • ROIC incentives for management and employees • Maximise free cash flow generation 	6.2% ROIC
Robust Capital Structure	<ul style="list-style-type: none"> • Strong balance sheet, with a target of around \$400-800M net debt • Retain strong credit metrics • Intent to have financial capacity through the cycle to make opportunistic investments or to fund reinvestment in or a shutdown of steelmaking if not cash positive • Leverage for M&A if accompanied by an active debt reduction program 	\$28M Net Debt \$2.8Bn Liquidity Investment Grade Credit Ratings
Disciplined Capital Allocation	<ul style="list-style-type: none"> • Invest to maintain safe and reliable operations, to support achievement of decarbonisation pathways and in foundation and new technologies • Returns-focused process with disciplined competition for capital between: <ul style="list-style-type: none"> – Growth capital – Investments and M&A (but avoid top of the cycle) – Shareholder returns (distribute at least 50% of free cash flow to shareholders in the form of consistent dividends and on-market share buy-backs¹) 	\$447M Invested for Growth \$293M Returned to Shareholders

1. On-market share buy-backs are an effective method of returning capital to shareholders given the flexibility they provide in managing BlueScope's capital and for the EPS enhancement they can deliver.

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More information on BlueScope's Strategy and Financial Framework can be found at <https://www.bluescope.com/about-us/our-strategy/>

A Leading Premium Steel Producer with Proven Returns and a Strong Growth Trajectory

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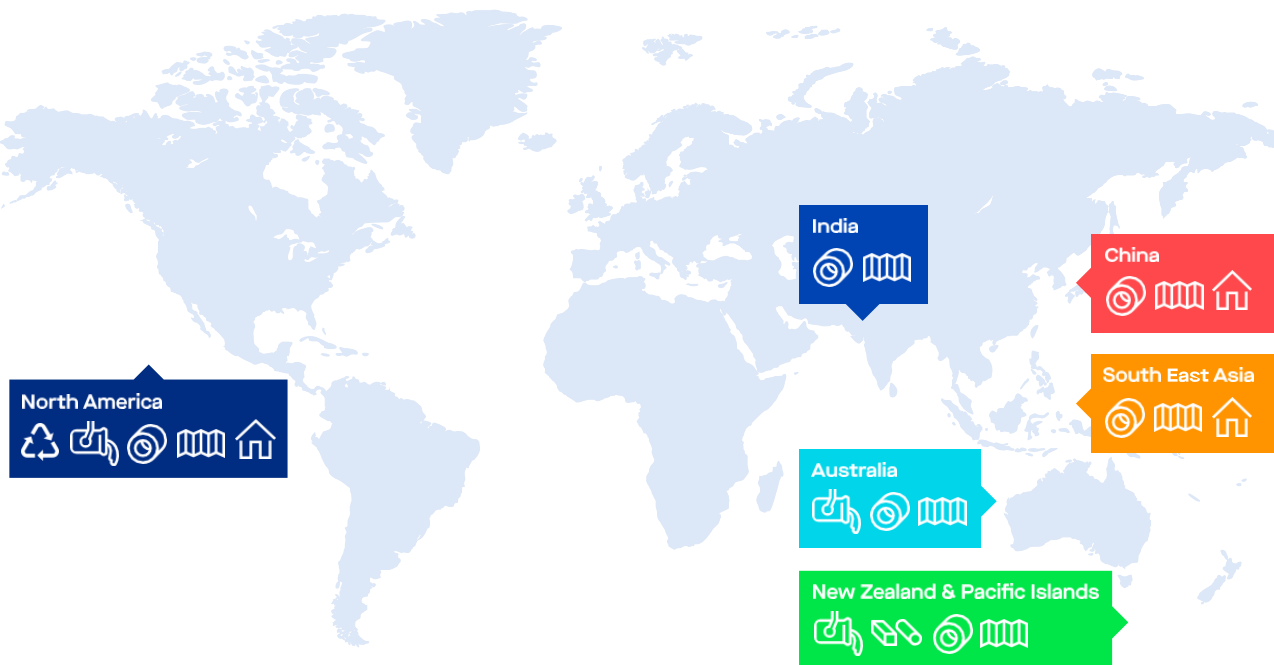
	Strategic Asset Base	<ul style="list-style-type: none"> • Advantaged platform in US, including best-in-class EAF facility • Extensive Australasian manufacturing network and integrated value chains
	Premium Brand Portfolio	<ul style="list-style-type: none"> • A global leader in metal coating and painting for building and construction • Portfolio of iconic brands and margin enhancing value-added products
	Resilient Business Model	<ul style="list-style-type: none"> • Multi-domestic strategy focused on serving customers from in-country assets • Robust balance sheet and disciplined financial framework
	Compelling Growth Pipeline	<ul style="list-style-type: none"> • Initiatives and investments focused on strengthening and growing our core • Targeting annual EBIT uplift of ~\$500 million by 2030
	Proven Value Creation	<ul style="list-style-type: none"> • Track record of returns; >\$3.5Bn in dividends and buy-backs since FY2017 • History of growth through investment, with ~\$3Bn invested since FY2017

BlueScope's Operating Footprint

15 countries

160+ sites

~16,500 employees



KEY

RAW MATERIALS	UPSTREAM	MIDSTREAM		DOWNSTREAM	
					
Recycling (scrap metal)	Steelmaking (flat products)	Metal coating and painting	Long products (rebar, wire)	Steel building materials and components	Steel buildings and systems

Strategy and Growth to 2030

At its 1H FY2025 results in February 2025, BlueScope set out its ambition and opportunity for significant growth in earnings through to 2030, across near-term cost and productivity improvements, longer-term growth initiatives (including property portfolio upside) and improvement in steel spreads.

Cost and Productivity Initiatives

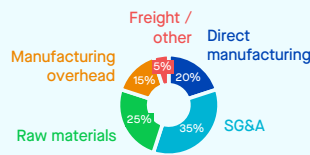
A range of initiatives is well progressed across the business to deliver a target \$200M net annual earnings improvement in FY2026.

Savings over FY2024 cost base:

	Net saving
1H FY2025 delivered	\$70M ¹
FY2025 delivered	\$130M
FY2026 target	\$200M+

1. Compared to 2H FY2024 cost base
 2. Compared to 30 June 2024. Excludes transitional inventory accumulation associated with the 6BF Refine commissioning

Breakdown of gross cost initiatives



- FY2025 net savings achieved mainly in North America and Asia, with Australia seeing particular escalation in energy and labour costs
- Expect Australia contribution phased particularly in 2H FY2026

Working capital reduction target

- Targeting \$200-300M release by end FY2026²
- Includes expected release from the progressive realisation of the current portfolio of projects in BlueScope Properties Group

Target Growth to 2030

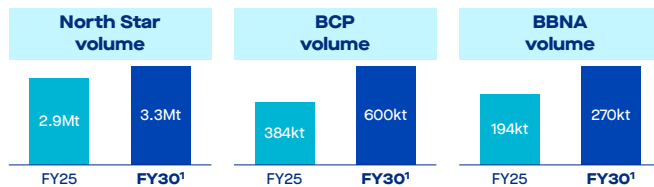
BlueScope is working to realise ~\$500 million of annual incremental earnings from growth initiatives across the Group.

North America

Targeting annual EBIT uplift of over \$200 million¹

- North Star debottlenecking well underway, adding 300kt by FY2028
- Coated and painted strategy progress:
 - BCP focus on near-term turnaround, longer-term upside compelling
 - Steelscape leading roll out of branded offering in near-term
- Growth of Buildings North America in targeted segments

Measures



Asia

Targeting annual EBIT uplift of ~\$75 million¹

- ASEAN volume recovery in focus, particularly in Malaysia and Vietnam
- China business adapting to evolving customer demands, incl. projects in South East Asia
- Continued volume growth in India from Tata supply agreement

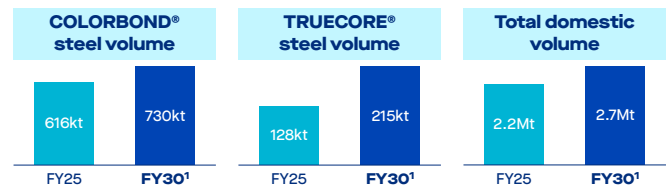
1. 2030 target performance.

Australia

Targeting annual EBIT uplift of \$125 million¹

- COLORBOND® and TRUECORE® steel demand growth continues
 - MCL7 project progressing well, will support delivery of target volumes
- Focus on replacing low margin export sales with domestic volumes
 - Plate mill upgrade and sales initiatives to support demand

Measures



New Zealand

Targeting annual EBIT uplift of ~\$75 million¹

- COLORSTEEL® volume remains solid
- Domestic volumes expected to recover with market improvement
- Opportunities from EAF model; mill to be commissioned from late CY2025

In addition, an improvement in spread levels would offer meaningful upside of ~\$400 million to ~\$900 million, even allowing for unfavourable FX (revised from ~\$500M to ~\$1Bn in February due to subsequent increase in Midwest benchmark HRC spread).

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Substantial value in Adjacent Land Portfolio

BlueScope is progressing a range of initiatives in order to realise value from its 1,200ha portfolio of surplus and adjacent landholdings.

Over 1,000ha across three adjacent sites with compelling infrastructure access

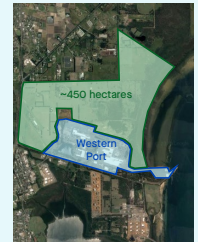
Port Kembla, NSW, Australia

- ~200ha, 80km from Sydney on a deep-water port
- Reviewing opportunities for commercial and industrial use based on completed Master Plan



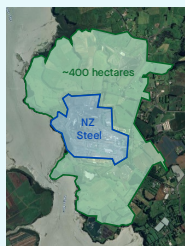
Western Port, VIC, Australia

- ~450ha, 60km from Melbourne, on a deep-water port
- Master Planning process to be commenced; wide spectrum of potential uses to be considered



Glenbrook, New Zealand

- ~400ha, 40km from Auckland
- Master Planning process underway
- Determining potential industrial uses that complement operations



Case study: land lease for grid scale battery



- Staged leasing up to 5ha to Contact Energy for grid scale Battery Energy Storage System (BESS) at Glenbrook
- Avg \$4.5M pa lease & infrastructure value to NZS over 35 year lease
- No capital outlay required

Seeking to unlock value through staged development framework, retaining flexibility and control of strategic land assets

- Sites located with compelling port, rail and electricity interconnector access.
- As part of planning process, considering options for data centres, energy storage and automated logistics.
- Head of Property Development embedding capability to assist accelerating options.

Potential land uses

Energy	Logistics	Downstream Businesses / Manufacturing	Research & Development / Social Infrastructure
Potential use cases: Data centres, embedded networks, renewable power generation, Battery Energy Storage Systems (BESS)	Potential use cases: Warehousing, rail, hardstand, port	Potential use cases: Downstream / aligned businesses, other industrials	Potential use cases: Educational precincts, industrial innovation parks

Progressing near-term opportunities to realise value from the surplus West Dapto (NSW) land asset

West Dapto Landholding (200ha)



■ Residential
 ■ General Industrial
 ■ Heavy Industrial
 ■ Other

Residential land sale

- 33ha of zoned residential land; potential for 350-400 lots in attractive urban land release area¹.
- Targeted for value realisation in FY2026.

Hardstand car storage development

- Advancing terms of agreement with national car import logistics operator to build and lease a 14ha hardstand facility for imported vehicles.
- Development to be self-funded from residential land sale.
- 10-year lease commencing at ~\$7M p.a. As early as FY2027.

Further industrial land for development

- Targeting value realisation over next five years of further industrial land with access to utilities and logistics infrastructure.

1. Wollongong Council housing target of 9,200 homes by 2029. "One of the state's fastest growing residential areas outside Sydney" – NSW Minister for Planning, Dec-24 ([link](#)).

Sustainability Update

Safety

1,367

HSE risk control projects completed since 2021

Climate Change

14%

Reduction in steelmaking GHG emissions intensity since FY2018¹

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Health, Safety and Environment (HSE)

BlueScope's commitment to a culture of learning and a people-centred approach to health, safety and environment remains unwavering, with a strong focus on engaging employees in designing effective risk controls.

In FY2025, our total recordable injury frequency rate was 8.5 per million hours worked in FY2025. Whilst this represents a reduction from the FY2024 level of 9.1, it remains above the top end of the long-term historical range of 5-7 and needs to improve. The injury profile during the year continued to be mostly lower severity injuries (e.g., sprains, lacerations), however five of the injuries resulting in a permanent incapacity, and 13 having the potential to be a fatal incident.

The health, safety and wellbeing of BlueScope's employees continues to be the Company's top priority, supported by ongoing efforts to improve how incidents and injuries are managed to prevent reoccurrence. Strengthening controls and gaining insights through risk control improvement projects and learning teams are central to this approach.

At the start of FY2025, BlueScope instigated a global "Refocus on Safety" program, intended to ensure ongoing emphasis on its foundational safety practices to complement its people-centred approach. The program is now well embedded across the business, with initiatives focused on ensuring every employee understands and commits to safety fundamentals, and that leaders are equipped with the time and resources to support their teams.

Key focus areas under the program include tiered audits, enhanced Codes of Practice, improved injury and incident management procedures, and continued implementation of risk control projects and learning teams. Successful safety initiatives are being shared across the business to drive continuous improvement.

Work continues to strengthen controls and learning, with 192 risk control projects completed during the year, representing 100% completion of identified projects and bringing the total number of projects completed to 1,367 since 2021. In addition to our focus on delivering HSE risk control improvement projects, in FY2025, over 1,300 BlueScope employees participated in business-led HSE learning programs, demonstrating our shift from the expert led workshops to broader workforce participation and learning.

Climate Change

BlueScope published its second Climate Action Report in September 2024. The report included an update on BlueScope's decarbonisation pathway and enablers of iron and steelmaking decarbonisation, details on emissions performance for BlueScope's three steelmaking sites, an update on Scope 3 reporting, climate capital allocation and policy engagement, and the outcomes of renewed climate scenario analysis and physical climate risk assessment.

In FY2025, BlueScope achieved a 14 per cent reduction in steelmaking emissions intensity against its FY2018 baseline, in line with its 2030 target level¹. This was primarily driven by higher volumes at North Star, along with operating and process efficiencies at Glenbrook and Port Kembla Steelworks.

BlueScope's non-steelmaking emissions intensity has reduced by 12 per cent since FY2018¹. This has been driven by projects including the installation of a more efficient paint line oven at Western Port in Australia, a regenerative thermal oxidiser installed at BlueScope Coated Products' Middletown, Ohio site, and optimisation of production schedules in Cilegon, Indonesia. Midstream emissions reduction performance was again affected in FY2025 by higher levels of value-added production (which have a higher emissions intensity) within lower overall midstream volumes.

In FY2025, Project NeoSmelt, a consortium founded by BlueScope, BHP, and Rio Tinto to investigate the use of Pilbara iron ore in direct reduced iron-electric smelting furnace (DRI-ESF) technology, welcomed Mitsui Iron Ore Development and Woodside Energy as members. During the year, the project attained a \$19.8 million funding commitment towards the feasibility study from the Australian Renewable Energy Agency and a \$75 million contribution towards project execution was announced by the Western Australian Government. Kwinana in Western Australia was selected as the pilot plant location, and a feasibility study has commenced, with a final investment decision expected in 2026.

Also in Australia, we continued our DRI options study with a focus on energy enablers.

New Zealand Steel's EAF development is progressing well; once operational, it will enable an approximately 55 per cent reduction in emissions at the site². The NZ\$300M project – which is being co-funded by the New Zealand Government – is on track for the commencement of commissioning in late 2025.

1. Preliminary data. Final emissions intensity figures will be published in BlueScope's FY2025 Sustainability Reporting Suite, to be released in September 2025.
2. Subject to securing additional renewable energy power purchase agreements and recycling more domestic scrap steel in New Zealand.

Inclusion and Diversity

25%

Female participation in the BlueScope workforce

Sustainable Supply Chain

336

Suppliers assessed in FY2025

Inclusion and Diversity

At BlueScope, living Our Purpose and Our Bond and continuing to build on the strong foundation of the Company's inclusive culture remains a key focus. A diverse workforce and inclusive culture makes BlueScope a better place to work, and creates a point of difference, leading to sustained business success.

When BlueScope refers to diversity, it is referring to all the ways that its employees are unique, including: backgrounds, experiences, skills, personal identities, viewpoints and perspectives. Diversity is about welcoming and respecting these differences, including in thought, approach, ability and knowledge, and reflecting the values outlined in Our Bond.

BlueScope's priorities in FY2025 were on ensuring its employees feel respected and included, evolving our approach to health and wellbeing, and embracing diversity and equity.

Human Rights and Social Impact

BlueScope is committed to the United Nations Guiding Principles on Business and Human Rights. The Company works to identify, assess and mitigate modern slavery risks in its operations and supply chain through targeted assessments, supplier engagement, and building leadership capability.

BlueScope's Modern Slavery program of work is set out across four key pillars; (i) deep dive into known areas of risk, (ii) share and apply learnings, (iii) enhance governance and management, and (iv) responsible sourcing.

Sustainable Supply Chain

BlueScope promotes responsible business practices and upholds human rights through supplier engagement and improvement activities. The Company's responsible sourcing pillars focus on business ethics, labour and human rights, health and safety, environment and community.

BlueScope prioritises risk-based supplier engagement and collaboration. This work is underpinned by the range of EcoVadis assessment tools, which supports supplier risk profiling, assessments and maturity reviews, whilst enhancing the Company's understanding of environmental, social and governance risks across the layers of our supply chain. Through FY2025, 336 suppliers were assessed, predominantly using the independent EcoVadis supplier assessment process. In addition, a total of 6,100 suppliers have been set-up in the EcoVadis IQ Plus tool for ongoing risk profiling and monitoring.

Work continued in supporting business units in strengthening their governance practices, enhancing collaboration with suppliers on emissions reductions and embedding responsible sourcing practices across their supply chains. During the year, three of BlueScope's businesses undertook EcoVadis Sustainable Procurement Maturity Assessments and are now focusing on opportunities identified to strengthen responsible sourcing practices. More BlueScope businesses will undergo this assessment in the coming year.

Supplier engagement and collaboration continue to be a key focus. Three stakeholder forums on strengthening responsible sourcing across BlueScope's supply chain were held by the China, Thailand and Vietnam businesses. In December 2024, BlueScope held its annual Human Rights Day supplier webinar and in March 2025, the Company hosted a Climate Action webinar series for suppliers.

Regulatory Proceedings

BlueScope has appealed the Federal Court's August 2023 penalty against BlueScope in relation to the civil proceeding brought by the ACCC. Pending determination of the appeal, the penalty has been paid to the Commonwealth of Australia.

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Group Financial Review

FY2025 Results

Sales from
continuing operations

\$16.3Bn

↓ 4% on FY2024
2H result \$8.3Bn

Reported
NPAT

\$84M

↓ 90% on FY2024
2H result \$(95)M

Underlying
EBIT

\$738M

↓ 45% on FY2024
2H result \$429M

Underlying
ROIC¹

6.2%

↓ from 11.9% in FY2024

Capital
Management

50% franked final dividend of 30.0 cps

Extension of buy-back to allow up
to \$240M to be bought over next
12 months

Net
Debt

\$28M

↓ from \$88M net cash at 31 Dec 24

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1. Return on Invested Capital – calculated as last 12 months' underlying EBIT over trailing 13 month average capital employed.

Financial Summary

Table 1: Financial summary

\$M unless marked	FY2025	FY2024	Variance %
Sales revenue from continuing operations	16,252.8	17,009.4	(4%)
EBITDA - underlying ¹	1,452.1	2,025.8	(28%)
EBIT - reported ¹	295.8	1,276.0	(77%)
EBIT - underlying ¹	738.2	1,339.2	(45%)
Return (Underlying EBIT) on invested capital (%)	6.2%	11.9%	-5.7%
NPAT - reported	83.8	805.7	(90%)
NPAT - underlying	420.8	860.7	(51%)
Interim dividend (cps)	30.0	25.0	20%
Final dividend (cps)	30.0	30.0	-
Reported earnings per share (cps)	19.1	180.0	(89%)
Underlying earnings per share (cps)	95.9	192.3	(50%)
Net debt / (cash)	28.4	(364.0)	108%
Gearing (%)	0.3%	N/A - net cash	100%
Leverage (net debt / LTM underlying EBITDA)	0.02x	N/A - net cash	100%

1. Underlying results in this report are categorised as non-IFRS financial information provided to assist readers to better understand the financial performance of the underlying operating business. Underlying adjustments include discontinued operations, acquisitions and disposals of businesses, asset impairments/write-backs, restructuring costs and other unusual transactions. Tables 12, 13 and 14 provide reconciliations of underlying earnings to reported earnings.

Revenue

The 4% decrease in sales revenue from continuing operations was primarily due to lower selling prices, partially offset by increased despatch volumes.

Earnings Before Interest & Tax

The 45% decrease in underlying EBIT reflects:

- \$503M spread decrease, primarily due to:
 - Lower domestic (\$1,065M) and export (\$46M) prices due to lower global steel prices.
 - Partially offset by lower raw material costs across the Group (\$607M).
- \$77M unfavourable impact of volume/mix.
- \$13M unfavourable movement in costs, comprised of:
 - \$104M of net savings, comprised of:
 - \$127M cost improvement initiatives across the business.
 - \$89M unfavourable impact of general cost escalation, predominantly on higher utilities, labour, freight and services costs, partly offset by lower profit share plan expenses.
 - \$66M favourable impact from timing, one-off and other costs.
 - \$116M unfavourable volume impact on costs.
- \$15M favourable translation impact from a weaker A\$:US\$ exchange rate.
- \$23M unfavourable movement in other items.

The \$980.2M (77%) decrease in reported EBIT reflects the movement in underlying EBIT discussed above and \$379.3M unfavourable net underlying adjustments, as outlined in Tables 13 and 14.

Finance Costs and Funding

Net finance costs increased by \$29.5M in FY2025 compared to FY2024, largely due to lower interest income on cash and investments. Net cash reduced to a modest net debt position as the Group worked through its significant capital expenditure program.

Financial liquidity was \$2,834.0M at 30 June 2025 (\$2,929.1M at 31 December 2024), comprised of \$1,976.4M committed undrawn bank debt capacity and \$857.6M cash. Liquidity in the NS BlueScope Coated Products JV was \$778.4M, which is included in the Group liquidity measure.

Tax

FY2025 tax expense was \$69.6M (FY2024 \$320.1M), equivalent to an effective tax rate of 27.5% (FY2024 25.4%). Tax expense was impacted by both the overall decline in profit as well as the decline in relatively lower taxed profits from our foreign operations in the current period.

The BlueScope Australian consolidated tax group paid nominal corporate income tax in relation to FY2025 due to lower net profit before tax and therefore generated low amounts of new franking credits for the Group. Nevertheless, BlueScope's existing balance of franking credits was sufficient to allow the interim dividend paid in FY2025 to be fully franked and for the final dividend to be 50% franked.

Further tax contribution details can be found in BlueScope's Tax Contribution Report for the year ended 30 June 2025, available on BlueScope's website.

Capital Management

BlueScope's capital management policy:

- The Group pursues a returns-focused process with disciplined competition for capital that balances annual shareholder returns and long term profitable growth.
- Having regard to the above, the current policy is to distribute at least 50% of free cash flow to shareholders in the form of consistent dividends and buy-backs.

Dividend:

- In August 2024, BlueScope increased the target annual ordinary dividend level to 60 cps per annum.
- Aligned to this, in February the Board approved the payment of a fully franked interim ordinary dividend of 30 cents per share.
- The Board has approved a final dividend of 30.0 cents per share. As the dividend is 50% franked for Australian tax purposes, the dividend will also be declared to be conduit foreign income. There are no New Zealand imputation credits attached to the final dividend and BlueScope's dividend reinvestment plan will not be active.
- Relevant dates for the final dividend are as follows:
 - Ex-dividend share trading commences: 9 September 2025.
 - Record date for dividend: 10 September 2025.
 - Payment of dividend: 14 October 2025.

Buy-back:

- BlueScope will continue to use on-market share buy-backs to supplement the payment of consistent dividends.
 - Buy-backs are attractive given the flexibility they provide in managing BlueScope's capital and for the EPS enhancement they can deliver.
 - During FY2025, \$30M of shares were bought through the buy-back program.
- The Board has approved an extension of the buy-back program to allow it to be used over the next 12 months¹.
 - Execution will consider capital expenditure priorities, prevailing macroeconomic conditions and other factors.

Financial Position

Net assets decreased \$12.8M to \$11,272.7M at 30 June 2025 from \$11,285.5M at 30 June 2024. Net assets were higher as a result of foreign exchange translation (approximately \$170M), primarily as a result of a weaker A\$:US\$. This was more than offset by a decrease in net assets in their underlying currency.

Significant decreases to net assets in underlying currency were:

- \$659M decrease in intangible assets largely due to the impairment recognised in the BCP business
- \$243M decrease in cash due to net cash flow during the period
- \$160M decrease in inventories mainly due to a decrease in rate/steel feed costs
- \$133M increase in borrowings and lease liabilities.

Significant increases were:

- \$720M increase in property, plant and equipment, including assets associated with the blast furnace reline at Port Kembla
- \$150M increase in receivables
- \$75M increase in lease assets
- \$68M decrease in provisions.

1. Extension will allow the balance of the buy-back program of up to \$240M to be bought over the next 12 months.

Business Unit Reviews

Australia

BlueScope's Australian business, Australian Steel Products (ASP), employs around 7,100 employees at approximately 100 sites, being a mix of large manufacturing plants, rollforming facilities and distribution centres.

The business specialises in flat steel products, including hot rolled coil, cold rolled coil, plate and value-added metallic coated and painted steel solutions. Its key focus is on higher value, branded products for the building and construction industry.

The Port Kembla Steelworks – in New South Wales' Illawarra region – is the largest steel production facility in Australia, with an annual crude steel production capacity of over three million tonnes.

BlueScope's branded products are recognised leaders in Australia and include COLORBOND® steel, TRUCORE® steel, ZINCALUME® metallic coated steel and TRU-SPEC® steel.

The ASP segment includes LYSAGHT® and FIELDERS® building products, Orrcon Steel® pipe and tube manufacturing and a steel distribution business comprising Orrcon Steel Distribution, BlueScope Distribution, Metalcorp Steel and Impact Steel.

Financial Performance – FY2025 vs. FY2024

Sales Revenue

The \$29.6M decrease in sales revenue was primarily due to lower selling prices, largely offset by stronger despatch volumes.

EBIT Performance

The \$115.3M decrease in underlying EBIT was largely due to:

- lower realised spreads due to lower domestic selling prices, mostly offset by lower raw material costs
- higher costs, largely due to inflationary pressures, with electricity costs increasing materially in the year
- the unfavourable impact of product mix, which offset the benefit of stronger volumes.

Underlying adjustments in reported EBIT are set out in tables [13](#) and [14](#).

Return on Invested Capital

ROIC decreased to 6.2% driven by lower EBIT and higher net operating assets. Net operating assets at 30 June 2025 were \$581.8M higher than at 30 June 2024, primarily due to higher fixed assets (6BF reline and metal coating line 7 large capital projects currently in build phase) partially offset by a reduction in working capital.

Key Financial and Operational Measures

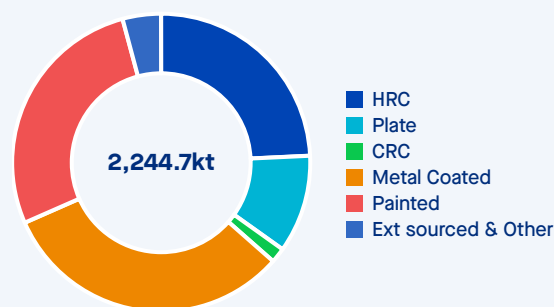
Table 2: ASP financial performance

\$M	FY2025	FY2024	Var %	2H FY2025
Sales Revenue	6,952.7	6,982.3	(0%)	3,502.8
Reported EBIT	260.0	354.4	(27%)	128.8
Underlying EBIT	261.6	376.9	(31%)	130.4
NOA (pre tax)	4,394.7	3,812.9	15%	4,394.7
Underlying EBIT ROIC	6.2%	10.3%	-4.1%	6.2%

Table 3: ASP steel sales volume

'000 tonnes	FY2025	FY2024	Var %	2H FY2025
Domestic				
- ex mill	2,128.5	2,081.3	2%	1,083.9
- ext sourced	116.2	127.5	(9%)	59.7
Export	940.7	824.2	14%	470.8
Total	3,185.4	3,033.0	5%	1,614.4

Chart 1: FY2025 ASP domestic sales volume mix



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Sales and Operations

Domestic Mill Sales

FY2025 domestic sales volumes ex-mill increased 2% on FY2024 to 2,128.5kt.

Despatch volumes improved across both residential and non-residential construction and the manufacturing segment, however modest declines were observed across other end-use demand segments compared to FY2024.

Whilst detached housing approvals remained muted on average in FY2025, the demand profile improved through the year. Complementary to this, growth in demand was observed in the Alterations and Additions sub-segment, particularly in Queensland and Western Australia, where activity was supported by the ongoing strength in house prices.

Domestic sales in FY2025 were also supported by targeted sales and marketing campaigns that continue to focus on consumers, builders and fabricators. These drivers have led to sales of COLORBOND® and TRUECORE® steel remaining at historically strong levels.

Sales into non-residential construction improved in FY2025 compared to FY2024, supported by strong approvals and a robust pipeline of projects across both the Commercial and Industrial and the Social and Institutional sub-segments.

Investment in factories and warehouse segments was stronger in the year, buoyed by the continued shift towards e-commerce and data centres. Strength in demand continued in the Social and Institutional sub-segment, supported by a solid pipeline of government investment across major health and education projects.

Sales into the engineering and mining segments were lower in FY2025 compared to FY2024 as activity levels were impacted by inflationary cost pressures and skilled labour shortages. Dislocation in trade flows later in the year also had an impact on demand in these sectors, as availability of imported steel products and finished goods increased.

Demand in the manufacturing sector increased in FY2025 on the prior year, supported by initiatives to grow volumes from our direct customers, who experienced challenges from inflationary cost pressures and competition from imported finished goods. The agriculture segment saw modest declines in the period.

Export Sales

Despatches to export customers in FY2025 (940.7kt) were higher than FY2024 (824.2kt), due to increased steel production. Export margins were lower on most products in FY2025, mainly due to lower global steel prices.

Export Coke Sales

In FY2025, despatch volumes were 659.9kt, up 32% on FY2024 due to higher production. Margins were lower in FY2025, as suppressed global demand for coke saw continued coke spread compression.



North America

BlueScope operates five businesses in North America, employing around 4,700 people. BlueScope's North American operations are represented in two reporting segments: North Star BlueScope Steel (North Star) and Buildings and Coated Products North America (BCPNA). The North Star reporting segment comprises the North Star BlueScope Steel business and BlueScope Recycling and Materials (BRM) businesses. The BCPNA segment comprises Buildings North America (BNA), BlueScope Coated Products (BCP) and NS BlueScope Coated Products (Steelscape and ASC Profiles).

Established in 1996 in Delta, Ohio, North Star is one of North America's most efficient steel mills, producing high quality hot rolled coil from electric arc furnaces. The business services the US domestic automotive, non-residential construction, manufacturing and agricultural segments, primarily through service centres.

BRM is a full-service ferrous and non-ferrous scrap metal recycler, focused on supplying North Star's scrap requirements. It operates three sites: Delta, Ohio (adjacent to North Star), Waterloo, Indiana, and Mansfield, Ohio.

Servicing the low-rise non-residential construction segment, BNA is a leader in precision-engineered building solutions (PEBS). BNA provides an integrated offering of building products and services through its portfolio of brands, including the highly recognised BUTLER® and VARCO PRUDEN™ precision-engineered building brands.

BCP is the second largest metal painter in the US, serving the commercial and industrial construction industry with its total capacity of around 900,000 tonnes per annum across its seven facilities: five light gauge and two heavy gauge coil painting facilities.

BlueScope operates the NS BlueScope Coated Products business on the West Coast of North America as part of its joint venture with Nippon Steel Corporation (NSC). This includes the Steelscape metal coating and painting business and the ASC Profiles building products business, both of which primarily serve the Western US non-residential construction industry.

Financial Performance – FY2025 vs. FY2024

Sales Revenue

The \$463.2M decrease in sales revenue was due to lower selling prices across both North Star and BCPNA and lower despatch volumes at BCPNA, partially offset by higher despatch volumes at North Star.

EBIT Performance

The \$420.7M decrease in underlying EBIT was due to:

- **North Star:** Delivered an underlying EBIT of \$267.2M in FY2025, compared to \$493.9M in FY2024. The decrease was mainly driven by lower spread, partially offset by stronger despatch volumes and lower costs.
- **BCPNA:** Delivered an underlying EBIT of \$249.3M in FY2025, compared to \$431.4M in FY2024. The segment delivered another strong result in FY2025, albeit lower than FY2024 mainly due to lower margins and volumes at BNA and Steelscape / ASC Profiles, combined with a softer performance at BCP on lower volumes and operational inefficiencies.

Underlying adjustments in reported EBIT are set out in tables [13](#) and [14](#).

Key Financial and Operational Measures

Table 4: North America performance

\$M	FY2025	FY2024	Var %	2H FY2025
Sales Revenue	6,997.3	7,460.5	(6%)	3,699.0
Reported EBIT	65.1	918.0	(93%)	(117.2)
Underlying EBIT	514.4	935.1	(45%)	332.1
NOA (pre tax)	5,508.5	5,698.3	(3%)	5,508.5
Underlying EBIT ROIC	8.8%	16.7%	-7.8%	8.8%
Despatches	3,781.2	3,664.4	3%	1,905.2

Table 5: North Star segment performance

\$M	FY2025	FY2024	Var %	2H FY2025
Sales Revenue	3,702.2	3,840.7	(4%)	2,018.3
Reported EBIT	257.9	492.4	(48%)	192.3
Underlying EBIT	267.2	493.9	(46%)	201.6
NOA (pre tax)	3,817.0	3,667.7	4%	3,817.0
Underlying EBIT ROIC	7.1%	13.5%	-6.4%	7.1%
Despatches	2,881.8	2,704.7	7%	1,448.3

Table 6: North Star segment performance in US\$M

US\$M	FY2025	FY2024	Var %	2H FY2025
Sales Revenue	2,393.1	2,519.8	(5%)	1,278.6
Underlying EBITDA	266.4	416.0	(36%)	175.4
Underlying EBIT	172.4	325.1	(47%)	128.4

Table 7: BCPNA performance

\$M	FY2025	FY2024	Var %	2H FY2025
Sales Revenue	3,327.9	3,697.0	(10%)	1,702.2
Reported EBIT	(190.7)	415.9	(146%)	(309.4)
Underlying EBIT	249.3	431.4	(42%)	130.6
NOA (pre tax)	1,694.4	2,031.4	(17%)	1,694.4
Underlying EBIT ROIC	12.0%	21.9%	-9.9%	12.0%
Despatches	921.9	1,011.3	(9%)	470.7

Return on Invested Capital

ROIC decreased to 8.8% driven by lower EBIT and lower net operating assets. Net operating assets at 30 June 2025 were \$189.8M lower than at 30 June 2024, primarily due to a \$438.9M impairment charge to the carrying value of the goodwill and intangible assets at BCP, partially offset by higher fixed assets, higher receivables and higher inventories.

Sales and Operations

North Star BlueScope Steel (including BRM)

Benchmark Midwest steel prices and spreads softened at the start of FY2025 amidst the uncertainty leading up the US election in November 2024. Following the election and inauguration of the new Government, the bolstering of Section 232 tariffs in the second half of FY2025 saw prices and spreads rebound strongly. Prices and spreads stabilised at historically robust levels towards the end of the year.

Demand for North Star's product continued to remain solid throughout FY2025. Approximately 800kt was produced from the expansion project for the year, with full run rate achieved in 1H FY2025. Although underlying demand remained robust, the year presented challenges due to customer hesitancy, particularly service centres during 2H FY2025, in the context of the uncertain pricing environment and shifting trade policies.

Costs remain under pressure across the US steel industry due to inflation, challenging macroeconomic conditions and tariffs. Specifically, raw materials such as obsolete scrap and alloys, additives and fluxes (not typically included in benchmark calculations) are experiencing cost escalation, whilst tariffs and freight rates have impacted pig iron costs. Despite these industry pressures, North Star remains a leading margin producer, with performance supported by its location and consistent full utilisation.

BRM's standalone performance was softer given weaker scrap steel pricing trends, which also impacted volume pulled-through to North Star. Work continues on increasing processing capability at BRM sites. Supply of hot briquetted iron continued in FY2025 under the multi-year contract with Cleveland-Cliffs from their Toledo HBI plant, as part of North Star's diversified metallics supply arrangements.

Buildings and Coated Products North America

Buildings North America

The business delivered another solid result, albeit on lower margins and volumes. Economic and political uncertainty contributed to reduced order entry during the first half of FY2025, however, orders in the second half of the year improved, restoring backlog to typical levels.

The business continues to prioritise customer experience, continuous improvement and productivity enhancements. Key initiatives underway to enhance performance and drive future growth include:

- Ongoing segmentation efforts to improve identification, prioritisation and organisation around growth opportunities.
- The design and development of an expanded data platform to provide efficient, accurate and reliable business intelligence and customer insights.
- Foundational technology investment to modernise and provide a holistic digital engineering and customer experience.
- Continued investment in engineering and manufacturing capacity to support business expansion.

In the second half of FY2025, following a review, BlueScope Properties Group determined to discontinue investment in new projects, focussing activity on a progressive realisation of the current project portfolio.

BlueScope Coated Products

BCP made a loss in FY2025 primarily due to lower volumes from key foundational customer contracts, combined with operational inefficiencies, and soft demand in the non-core, heavy-gauge paint lines. Additionally, shifts in US trade policy in early 2025 impeded the ramp-up of BCP's regionally tailored, packaged and branded painted product offering, initially leveraging BlueScope's global portfolio of metal coating and painting assets for market seeding.

Whilst turnaround efforts are well underway, BlueScope has recognised an impairment charge of the carrying value of the goodwill and intangible assets of the business of approximately \$438.9 million due to the business's poor performance, and the time being taken to integrate the assets and deliver on our expectations. Despite this accounting adjustment, work continues to improve sales and operational performance.

BCP is an outstanding platform for BlueScope to grow in North America, leveraging its advanced capabilities in metal coating and painting which have been developed over the last six decades. The broader strategic rationale and long-term value of the assets remain compelling and are expected to contribute meaningfully to BlueScope's targeted growth ambitions.

NS BlueScope Coated Products (Steelscape & ASC Profiles)

Steelscape (coating and painting) sales volume decreased by 8% in FY2025 compared to FY2024, as customer demand softened due to higher interest rates and tariff uncertainty. Given this demand backdrop, the business completed planned maintenance at both Kalama and Rancho Cucamonga plants, which reduced production rates during the year.

The business continued to make progress on the roll out of its premium packaged and branded product offering, including from the existing Steelscape product suite. The business also progressed a range of initiatives under BlueScope's broader North American coated and painted strategy, including reviewing opportunities for COLORBOND® steel product offerings.

ASC Profiles (building components) sales volume decreased 11% in FY2025 compared to FY2024, primarily due to lower market demand in the residential and decking segments, which are sensitive to higher interest rates. Margins softened in the year due to continued normalisation of decking margins.

Asia

The business has an extensive footprint of metallic coating, painting and steel building product operations in Thailand, Indonesia, Vietnam, Malaysia, India and China, primarily servicing the domestic residential and non-residential building and construction industries in each country in which it operates.

Collectively, these businesses employ around 3,100 people, and form the Coated Products Asia (CPA) reporting segment.

BlueScope is a technology leader in metal coated and painted steel building products, with a wide range of branded products that include pre-painted COLORBOND® steel, zinc/aluminium alloy-coated ZINCALUME® steel and the LYSAGHT® range of building products.

BlueScope operates its South East Asian businesses in partnership with Nippon Steel Corporation (NSC) and in India with Tata Steel.

Both are 50/50 joint ventures, with BlueScope controlling and therefore consolidating the joint venture with NSC, and jointly controlling and therefore equity accounting the joint venture with Tata Steel.

The BlueScope China business is wholly owned by BlueScope and is comprised of metal coating, painting and Lysaght operations, and Precision-Engineered Buildings Solutions.

Financial Performance – FY2025 vs. FY2024

Sales Revenue

The \$152.2M decrease in sales revenue was primarily due to lower despatch volumes in China and lower selling prices in both China and South East Asia, partially offset by stronger despatch volumes in South East Asia.

EBIT Performance

The \$20.8M decrease in underlying EBIT was due to:

- South East Asia:** Delivered an underlying EBIT of \$113.2M in FY2025, compared to \$107.3M in FY2024. This was driven by continued strong performance in the Thailand business and higher margins in the Indonesia and Vietnam businesses on improved cost and pricing management.
- China:** Delivered an underlying EBIT of \$26.5M in FY2025, compared to \$48.0M in FY2024. The weaker outcome was driven by lower selling prices and lower despatch volumes on soft economic conditions.
- India:** The Tata BlueScope Steel (TBSL) joint venture delivered an equity accounted profit of \$1.5M (50% basis) in FY2025, compared to \$5.5M in FY2024, due to the continued investment in the business's expansion through the supply agreement with Tata Steel.

Underlying adjustments in reported EBIT are set out in tables [13](#) and [14](#).

Return on Invested Capital

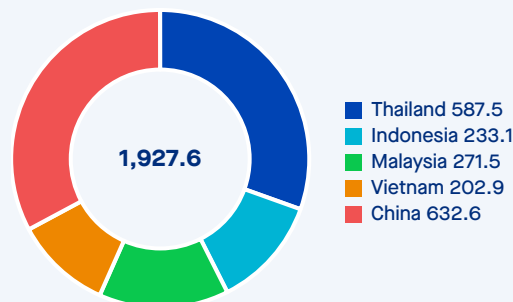
ROIC decreased to 14.2% driven by lower EBIT and higher net operating assets. Net operating assets at 30 June 2025 were \$10.9M higher than at 30 June 2024, with the composition remaining largely unchanged.

Key Financial and Operational Measures

Table 8: CPA performance

\$M	FY2025	FY2024	Var %	2H FY2025
Sales Revenue	1,923.7	2,075.9	(7%)	953.5
Reported EBIT	142.3	146.6	(3%)	74.2
Underlying EBIT	138.8	159.6	(13%)	69.7
NOA (pre tax)	920.3	909.4	1%	920.3
Underlying EBIT ROIC	14.2%	16.1%	-1.9%	14.2%
Despatches	1,204.4	1,233.4	(2%)	608.2

Chart 2: FY2025 Segment geographic sales revenue, \$M¹



1. Chart does not include \$3.9M of eliminations (which balances back to total segment revenue of \$1,923.7M). Chart also does not include India, which is equity accounted.

Table 9: Tata BlueScope Steel performance

\$M	FY2025	FY2024	Var %	2H FY2025
Tata BlueScope Steel (100% basis)				
Sales Revenue	783.4	790.6	(1%)	434.3
Underlying EBIT	9.9	22.0	(55%)	11.1
Underlying NPAT	2.5	10.4	(76%)	3.6
Despatches	486.4	451.4	8%	269.4
BlueScope share (50% basis)				
Underlying equity accounted profit	1.5	5.5	(73%)	1.9

Sales and Operations

South East Asia

Sales volumes across the ASEAN businesses increased by 3% in FY2025 compared to FY2024, mainly driven by strong performance in the project segment. Margins improved over the prior year, largely due to favourable mix and pricing discipline.

The retail segment was impacted by increased competition from imports and aggressive pricing due to excess capacity in the region. Despite this competitive landscape, the business continues to focus on the Authorised Dealer network as a key channel to the retail segment.

Cost and productivity improvement programs continue to deliver incremental benefits, as the business continued to balance robust cost discipline with investment in future growth, in order to maintain and drive performance across the region.

China

The Chinese economy showed signs of stabilisation in FY2025 underpinned by policy support, although structural challenges persisted. Activity in key steel-consuming sectors, particularly real estate, remained subdued. Despite ongoing stimulus measures, conditions remained challenging, with a continued imbalance between softening demand and elevated production levels across the country. Heightened competition further compressed industry margins.

BlueScope China delivered a softer result in FY2025 compared to the prior year, impacted by a 15% reduction in despatch volumes due to weaker construction activity. The business responded to these conditions with a continued focus on cost control and by exploring new growth opportunities, including residential applications and retrofitting segments.

Sales volume of coated products declined year on year, reflecting reduced pull-through from the downstream Buildings and Components businesses. The ongoing promotion of ZINCALUME® steel and COLORBOND® steel continues to reinforce the business's position as a premium supplier of coated steel. The launch of COLORBOND® MATT in China further strengthened this premium positioning.

India (in joint venture with Tata Steel (50/50) for all operations)

Despatch volumes in the Tata BlueScope Steel (TBSL) business increased by 8% in FY2025 as compared to FY2024, however margins were weaker as the business integrated products from the new supply agreement.

The growth in volume is a result of the supply agreement with Tata Steel, which was signed in late FY2023. In total, 236kt of products were supplied under the agreement in FY2025. This supply agreement provides an exciting growth opportunity for TBSL, which is working closely with Tata Steel to enhance the quality of the products and optimise the cost of production, to establish a premium position for these products.

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New Zealand & Pacific Islands

The New Zealand & Pacific Islands (NZPI) business comprises the Waikato North Head mine, New Zealand Steel, Pacific Steel and the Pacific Islands businesses.

As the only steel producer in New Zealand, New Zealand Steel uses locally sourced ironsand to manufacture up to approximately 650,000 tonnes each year of steel slab and billet at the Glenbrook Steelworks, south of Auckland. NZPI produces a range of flat and long steel products for domestic and export use, and supplies all major industries, including construction, manufacturing, infrastructure, packaging and agriculture.

NZPI employs around 1,600 people and includes Pacific Steel New Zealand (rolling mill and wire drawing facilities), and the Pacific Islands business, with facilities in Fiji, New Caledonia and Vanuatu, which manufacture and distribute the LYSAGHT® range of products and long steel products through Pacific Steel Fiji.

Financial Performance – FY2025 vs. FY2024

Sales Revenue

The \$52.3M decrease in sales revenue was primarily due to lower selling prices and lower domestic despatch volumes.

EBIT Performance

The \$60.2M decrease in underlying EBIT reflects weaker spreads on lower selling prices, as well as lower domestic despatch volumes and higher conversion costs.

Return on Invested Capital

ROIC decreased to -1.9% driven by lower EBIT and lower net operating assets. Net operating assets at 30 June 2025 were \$70.6M lower than at 30 June 2024, mainly on lower intangibles, partially offset by higher fixed assets and higher inventories.

Sales and Operations

Domestic Sales

Domestic flat despatch volumes were 6% lower in FY2025 compared to FY2024 on the back of continued soft macroeconomic performance, whilst domestic pricing on a range of products was impacted by softer regional steel price indices.

In terms of specific product demand trends:

- Demand for metal coated and COLORSTEEL® products declined compared to FY2024 as residential new builds continued to slow and customer inventory levels rebalanced following the introduction of the MAXAM® Next Generation substrate¹ in New Zealand in 1H FY2025.
- Demand for AXXIS® steel for light gauge residential steel framing into new builds also declined in FY2025, on softer residential new builds, especially for project home builders.

Sales of domestic long products in FY2025 decreased 15% compared to FY2024, with continued soft economic conditions and a level of uncertainty continuing around timing on commencement of potential infrastructure projects.

Export Sales

Export volumes increased 23% in FY2025 compared to FY2024, due to lower domestic despatches. Export pricing was softer

Key Financial and Operational Measures

Table 10: NZPI financial performance

\$M	FY2025	FY2024	Var %	2H FY2025
Sales Revenue	862.4	914.7	(6%)	434.6
Reported EBIT	(16.5)	43.7	(138%)	(19.6)
Underlying EBIT	(16.5)	43.7	(138%)	(19.6)
NOA (pre tax)	847.5	918.1	(8%)	847.5
Underlying EBIT ROIC	-1.9%	5.0%	-6.9%	-1.9%

Table 11: NZPI steel sales volume

OOO tonnes	FY2025	FY2024	Var %	2H FY2025
Domestic flats	183.0	196.2	(7%)	87.7
Domestic longs	137.4	151.8	(9%)	71.6
Domestic	320.4	348.0	(8%)	159.3
Export flats	183.4	149.4	23%	94.5
Export longs	2.2	8.5	(74%)	1.9
Export	185.6	157.9	18%	96.4

across the year, impacting margins, due to lower regional steel prices compared to FY2024 and changing global trade measures late in the period.

Indicative performance under the new EAF operating model

The new EAF operating model will enhance performance during industry downcycles – such as the environment observed in FY2025.

These enhancements include fixed electricity prices secured through commercially competitive contracts and scrap feed costs that are more closely aligned with global steel pricing, offering greater flexibility compared to the relatively fixed costs associated with ironmaking under the current production model. Additionally, the modular nature of the production model increases operational agility, which will allow for the reduction in production and therefore low-margin export sales during periods of weak domestic demand.

Had this model been operational in FY2025, the indicative underlying EBIT for the NZPI business would have been approximately \$65M, representing an improvement in performance of around \$80 million.

In more normal operating conditions, the EAF model is expected to deliver performance comparable with the current operating model, however in periods of strong demand and pricing, the flexibility and capacity of the EAF provides additional upside to the existing model.

1. COLORSTEEL MAXAM® introduced BlueScope's Aluminium, Zinc and Magnesium (AM) metallic coating technology, replacing COLORSTEEL ENDURA® and MAXX® products, which used Aluminium and Zinc (AZ) metallic coating. The addition of magnesium in the AM coating significantly assists in slowing down corrosion, extending the corrosion to perforation lifespan of COLORSTEEL®.

Outlook, Future Prospects and Risks

1H FY2026 Outlook

We are entering FY2026 with confidence. While macroeconomic conditions remain mixed, our multi-domestic strategy of prioritising in-market production for in market consumption sets us up strongly to manage the current environment. We are seeing signs of recovery in Australian construction and improving spreads in the US.

Group outlook:

- Underlying EBIT in 1H FY2026 is expected to be in the range of \$550M to \$620M.
- For the purposes of the outlook, the Company has made the following 1H FY2026 average assumptions:
 - Lagged spreads:
 - US mini-mill benchmark spreads of ~US\$480/t, up ~US\$60/t on 2H FY2025.
 - Asian benchmark spreads of ~US\$200/t, stable on 2H FY2025¹.
 - Unlagged prices:
 - East Asian HRC price of ~US\$480/t.
 - 62% Fe iron ore price of ~US\$95/t CFR China.
 - Index hard coking coal price of ~US\$195/t FOB Australia.
 - A\$:US\$ at US\$0.66.
- Relative to 2H FY2025, expect higher underlying net finance costs, a similar underlying tax rate and lower profit attributable to non-controlling interests.

Expectations for the performance of our operating segments in 1H FY2026 relative to 2H FY2025 are as follows:

- Australia:
 - Expect a moderately better result than 2H FY2025, with the benefit of profit on West Dapto partial land sale.
 - Expect a moderate improvement in building volumes, offset by ongoing levels of lower activity in distribution.
 - Expect moderately weaker realised domestic prices, and weaker export and coke earnings.
- North America:
 - Expect a result approximately one-third higher than 2H FY2025.
 - North Star – expect a result around 50 per cent higher than 2H FY2025. Improved benchmark spread² partially offset by ongoing non-benchmark raw material cost pressure, including tariff impacts.
 - Buildings & Coated Products – expect a result slightly higher than 2H FY2025.
 - Slightly higher volumes at BlueScope Buildings.

- Modest cost and volume improvements at BCP.
- Weaker performance at Steelscape on lagged impact of tariffs on steel feed.

- Asia:
 - Expect a result slightly higher than 2H FY2025.
 - South East Asia and India – expect a similar result.
 - China – expect a higher result on typical seasonality.
- New Zealand and Pacific Islands:
 - Expect performance to return to around breakeven level in 1H FY2026.
 - Performance benefitting from delivery of initiatives under the cost and productivity program.
- Intersegment, Corporate & Group:
 - Expect a similar performance compared to 2H FY2025.

Matters Subsequent to Year End

Other than matters outlined elsewhere in the Directors' Report and the Financial Report, no matters or circumstances have arisen since the end of the financial year that have significantly affected, or may significantly affect, the operations, results of operations or state of affairs of the Group in subsequent accounting periods.

1. Calculation infers an FOB iron ore estimate by deducting the Baltic cape index freight cost from CFR China iron ore price.

2. Benchmark prices may not be representative of realised mill prices due to a range of factors. Movements in prices across the majority of sales correlate with Midwest regional benchmark pricing, on a short lag; a minority of sales are priced on a longer term basis. Accordingly the degree of correlation between realised and benchmark prices can vary in a given half but is more fully reflected over the medium term.

Future Prospects and Risks

BlueScope is committed to a proactive risk culture and takes a balanced approach to managing uncertainty in the delivery of its strategic and commercial objectives. The Group's Integrated Risk Management Framework and internal controls support the identification and management of risks across seven broad categories:

- Markets and Products;
- Health, Safety, Environment (including Climate Change) and Communities;
- Ethical Conduct and Compliance;
- People and Remuneration;
- Operations;
- Technology; and
- Financial.

The Board defines the Group's risk appetite, establishing the levels and types of risk considered acceptable in pursuit of BlueScope's objectives. This provides a clear framework for strategic, commercial and operational decision-making within defined risk boundaries. BlueScope's systems are designed to clarify risk appetite across each risk category, monitor tolerance metrics, identify emerging risks and implement appropriate mitigation actions.

The nature and potential impact of risks are inherently uncertain and subject to change over time. BlueScope is exposed to a range of risks that could materially affect the achievement of the Group's strategy and future prospects. The Group remains committed to proactive risk management, recognising that some level of inherent risk is unavoidable in a dynamic and rapidly evolving business environment.

Further information on risk management and BlueScope's Framework is available on the Company's [website](#).

Material risks

The material risks outlined below reflect those considered most significant to BlueScope's business, based on their potential to influence strategic objectives, operational performance, market position and future prospects – both positively and negatively. These risks are identified through a structured, enterprise-wide risk management process and are actively monitored and managed under the oversight of the Board.

Material Risk	Description	BlueScope's Response
Preventing fatalities and life-altering injuries to workers and contractors	<p>BlueScope's operations involve high-risk activities that could result in serious injuries or fatalities. A significant safety incident may also lead to operational disruption, asset damage, regulatory or legal consequences, financial loss, and long-term harm to the Company's reputation.</p> <p>Major hazards in our operations include physical risks associated with live equipment, traffic management, product transport, working at heights, product storage and handling, cranes, mobile equipment and process safety risks caused by events that have the potential to release hazardous substances or energy, such as fires, explosions, or uncontrolled release of molten metal and off-gas.</p>	<p>The safety of BlueScope's employees and contractors is a core value, deeply embedded in its culture and reflected in Our Bond. BlueScope is committed to mitigating the risks in its operations that could cause fatal or serious injuries.</p> <p>BlueScope is actively pursuing safety improvement through its global "Refocus on Safety" program, which combines foundational safety leadership practices with people-centred safety strategies. Leaders engage directly with frontline teams to understand work practices and verify critical controls.</p> <p>BlueScope regularly verifies the effectiveness of the control measures and minimum requirements established for its critical risks (risks with the potential of causing the most serious harms) through self-assessments and audits.</p> <p>Learnings from incidents are shared globally to prevent similar events from occurring elsewhere, strengthen our controls and foster a learning culture where transparency and improvement are valued.</p>
Sustaining financial resilience through the cycle	<p>BlueScope's financial prospects are sensitive to the level of activity in a number of industries, such as:</p> <ul style="list-style-type: none"> • the steel industries of Australia, New Zealand and North America • the Chinese steel industry, particularly due to the level of its steel exports • the industries of the Company's end use sectors, predominantly construction, automotive and manufacturing. <p>These industries are cyclical in nature, with the timing, extent and duration of these economic cycles unpredictable. Not all of BlueScope's cost base varies with production volumes and accordingly the Group may not readily be able to reduce its costs in response to an economic downturn. Therefore, a significant, extended or permanent downturn could negatively affect BlueScope's financial prospects.</p>	<p>BlueScope monitors and responds to these risks as required including through:</p> <ul style="list-style-type: none"> • targeted and overall cost control initiatives • driving operational efficiencies • business diversification • maintaining adequate liquidity. <p>BlueScope's Financial Framework provides clear principles and guardrails to maintain a strong balance sheet, enabling the business to withstand economic volatility and prolonged downturns, while remaining well-positioned to pursue growth opportunities.</p> <p>Stakeholders are kept informed through continuous disclosure.</p>

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Material Risk	Description	BlueScope's Response
Exposure to input cost volatility and steel price dynamics	<p>BlueScope's financial outlook is closely tied to the long-term price trends of international steel products and essential raw materials. In particular, fluctuations in the prices of key raw materials like iron ore, coking coal, pig iron and scrap, can significantly impact the Group's financial prospects. If there is a substantial and sustained increase in the price of these raw materials, without a corresponding rise in steel prices, it will negatively affect the Group's financial performance. Conversely, a decline in steel prices without a proportional decrease in raw material prices will also have an adverse impact.</p> <p>Additionally, the short-term financial performance of BlueScope is susceptible to rapid price fluctuations in both raw materials and steel products. This is particularly relevant for commodity products such as plate, hot rolled coil, cold rolled coil and some metallic coated steel products.</p>	<p>BlueScope's exposure to commodity price risks is monitored and, where appropriate, action is taken in response through a range of risk management activities, including:</p> <ul style="list-style-type: none"> • adjusting commercial contract terms • optimising delivery timeframes • controlling BlueScope's non-commodity costs base • selective use of commodity price hedging where available. <p>These exposures are communicated to stakeholders, including debt lenders and equity investors.</p>
Competition from other materials and from other steel producers	<p>BlueScope's products compete with other materials such as aluminium, concrete, composites, plastic and wood in various end use applications. Improvements in the technology, production, pricing, embodied carbon or acceptance of these competitive materials relative to steel could adversely impact BlueScope's sales volumes and/or prices.</p> <p>BlueScope competes with local and international steel suppliers. This global competition means that changes to trade measures (e.g. tariffs and anti-dumping duties, changes to local content requirements) could directly or indirectly have an adverse impact on the volumes and/or prices of the Group's sales.</p>	<p>BlueScope manages this risk through:</p> <ul style="list-style-type: none"> • business diversification • a multi-domestic strategy that focuses on in-country production for in-country consumption, in order to reduce reliance on cross-border trade, enhance supply chain resilience, and secure sustained market access • product development (including reducing the carbon intensity of its products), focusing on customer experience, and competitive pricing • active engagement with governments, regulators, and industry associations on trade policies to advocate for fair trading conditions.
Maintaining brand strength and strategic market positioning	<p>The strength of the BlueScope brand and its strategic brands - including COLORBOND® steel, ZINCALUME® steel, TRUECORE® steel, Butler® and LYSAGHT® - is critical to our differentiated market positioning, customer loyalty and long-term profitability. This depends on our ability to consistently deliver high-quality products and solutions, innovate, uphold sustainability commitments, and maintain robust brand and product governance.</p> <p>The value of our brands may be impacted by inconsistent quality, supply disruptions, negative customer experiences, or lapses in compliance. Competitive pressures, imitation products, or reputational risks related to sustainability or compliance could also erode trust and weaken BlueScope's market position.</p> <p>In parallel, potential shifts in customer demand, preferences, or market trends – if not anticipated or responded to effectively – may reduce product volumes or margins. In some segments, reliance on a concentrated customer base heightens exposure to sudden changes in key account demand or relationships, potentially affecting financial performance and strategic positioning.</p>	<p>BlueScope continues to develop its market presence and brand positioning of premium branded products in Australia and New Zealand, expand coating and painting capabilities in the United States and strengthen BlueScope's position in the premium coated and painted segment in key South East Asian markets, through:</p> <ul style="list-style-type: none"> • establishment of a global Brand and Product Governance Framework, ensuring consistency, protection of brand integrity, and alignment with strategic objectives • protection of intellectual property, including through the use of patents, trade marks and registered designs • maintenance of coated and painted product design integrity, quality, and technical compliance across all markets by the Product Innovation and Technology team • development of customer experience programs and adoption of a 'think customer' mindset across the business • execution of the BlueScope brand strategy across all markets and channels to build brand credibility and trust • monitoring of macro and micro trends that could affect BlueScope's brands, products and customers by our marketing teams • ongoing customer engagement and diversification efforts to reduce reliance on individual key accounts by our sales teams.

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Material Risk	Description	BlueScope's Response
Impacts of climate change on BlueScope's multinational operations	<p>BlueScope faces transition and physical risks related to climate change that may impact the long-term viability of iron and steelmaking as well as BlueScope's multinational operations. These include regulatory changes, the availability of cost-competitive energy, raw materials and ironmaking technologies to commercial scale. This is in addition to the susceptibility of BlueScope's operations and supply chains to physical climate-related hazards (such as extreme flooding, heat stress, sea level rise) in the long-term.</p> <p>Failure to adapt or to secure commercial and reliable renewable energy, natural gas, hydrogen, breakthrough ironmaking technologies, low-emission raw materials and supportive policy settings (particularly if policies are introduced without measures to support trade-exposed industries, such as BlueScope's operations in Australia and New Zealand) may affect its ability to deliver low-emission steel and maintain stakeholder trust.</p>	<p>BlueScope's response to climate change is embedded in the delivery of its strategy and is central to managing these risks:</p> <ul style="list-style-type: none"> • BlueScope continues to make progress towards its 2030 steelmaking targets and long-term decarbonisation pathway with operational improvements at North Star, Port Kembla and Glenbrook Steelworks • BlueScope has progressed key initiatives that support the decarbonisation pathway in Australia and New Zealand, including: <ul style="list-style-type: none"> – Project NeoSmelt, in partnership with BHP, Mitsui Iron Ore Development, Rio Tinto and Woodside Energy to pilot a Direct Reduced Iron–Electric Smelting Furnace using Pilbara ores – the Electric Arc Furnace project at Glenbrook, co-funded with the New Zealand Government, expected to halve the site's total GHG emissions – The Australian DRI options study, which has refined multiple options for future low-emission iron and steel production in Australia. <p>BlueScope maintains ongoing engagement with all levels of government in its steelmaking regions to advocate for consistent policies to support steel sector decarbonisation.</p> <p>Refer to the Climate Risk section below for additional details.</p>
Building and sustaining trust in local communities	<p>The communities in which BlueScope operates trust the Company to act responsibly. BlueScope's ability to operate effectively depends on maintaining trusted relationships with local communities, governments and broader stakeholders. These relationships support the Company's understanding and management of potential social and environmental impacts it may have on local communities.</p> <p>A loss of social licence may occur gradually or suddenly, driven by factors such as environmental and health impacts (e.g. emissions, noise, water usage), poor engagement, safety concerns, or regulatory breaches. This may adversely affect BlueScope's reputation, regulatory standing and long-term licence to operate.</p>	<p>BlueScope is committed to operating responsibly and maintaining strong relationships with the communities in which it operates. The Company engages regularly with local stakeholders to understand concerns, manage impacts and foster transparency.</p> <p>BlueScope's environmental management systems, community engagement programs and commitment to health, safety, and regulatory compliance help mitigate potential risks.</p> <p>Tangible community engagement initiatives include commitments to sourcing from First Nations suppliers (Supply Nation) and programs that build cultural capability and indigenous leadership (Jawun Partnership Program). BlueScope also financially supports a wide range of community programs in the Illawarra region. More broadly, in NSW it is responsible for 20,000 direct and indirect jobs, \$12 billion in output per year, and \$2.3 billion in household income.</p> <p>BlueScope monitors emerging expectations around climate, social impact and sustainability to ensure it continues to meet stakeholder and regulatory expectations.</p> <p>Refer to BlueScope's Sustainability Report for more information.</p>
Upholding compliance and ethical standards	<p>This risk refers to the potential for BlueScope - or its officers, employees, contractors or third-party agents - to engage in a serious breach of laws, regulations, or ethical standards whether within BlueScope's operations or across its value chain. Examples include violations of anti-bribery and corruption laws, sanctions, competition rules, human rights, or BlueScope's established standards of ethical business conduct.</p> <p>A breach may be deliberate, or it may arise due to negligence, lack of awareness or inadequate compliance controls.</p> <p>The occurrence of a serious breach may lead to consequences such as legal penalties, significant harm to people, disruption to operations, substantial reputational harm and/or financial damage.</p>	<p>BlueScope aims to meet its legal and regulatory obligations and uphold its established ethical standards through:</p> <ul style="list-style-type: none"> • the implementation of its governance and compliance frameworks including BlueScope's Code of Conduct, policies, controls, regular training to promote ethical behaviour and adherence to applicable laws and regulations • the monitoring and enforcement of compliance through risk assessments, audits and access to multiple channels to facilitate Speak-Up reporting • prompt investigation, legal consultation and/or regulatory reporting (if required) of identified issues, as well as corrective actions and improvement to compliance controls when needed to mitigate against recurrence.

Material Risk	Description	BlueScope's Response
Technology disruption and cybersecurity threats	<p>BlueScope's operations rely on technology (both Information Technology and Operational Technology) and as it continues to digitalise its operations, upgrade its systems to support growth, productivity improvements, and customer experience, its systems are becoming more complex and integrated.</p> <p>A lack of proactive management of BlueScope's technology landscape and/or cybersecurity incidents could lead to the interruption of its operations, non-compliance with regulatory obligations (such as data privacy obligations) and exfiltration of sensitive information that could impact customers, contractors, suppliers and people.</p>	<p>BlueScope continuously strengthens its technology and cybersecurity capabilities to protect its critical assets, through:</p> <ul style="list-style-type: none"> • ongoing investment in secure system architecture, threat detection and response • regular testing to detect vulnerabilities in BlueScope's networks • incident response planning through regular cybersecurity scenario exercises, Business Continuity Planning and Disaster Recovery testing • employee awareness and training • phishing identification campaigns • vigilant oversight of third-party risks.
Execution risks on strategic and capital investments	<p>Investing in and successfully delivering on BlueScope's organic and inorganic capital investments are critical to achieving its strategic pillars of Transform, Grow, and Deliver. These projects - whether sustaining, climate-related or growth-oriented - require disciplined capital allocation, alignment with long-term business priorities, effective execution and delivery of project objectives.</p> <p>Delays or cost overruns may impact operational efficiencies, future cash flows and forecast returns. Failure to deliver its key project objectives may hinder the long-term performance and relevance of BlueScope's asset base, delay progress on strategic priorities such as decarbonisation of its operations and jeopardise its growth prospects.</p>	<p>BlueScope has a disciplined approach to capital allocation as described in its Financial Framework and further informed by its Capital Allocation and Investment Frameworks. They establish:</p> <ul style="list-style-type: none"> • key principles for the allocation of available capital to investments • investment evaluation criteria and thresholds • independent project reviews on pre- and post-execution to evaluate business cases and project delivery outcomes • project execution performance measurement and reporting requirements.

Climate Change Risks

As BlueScope transitions to mandatory Australian sustainability reporting in FY2026, the below climate-related risks will be reported in the mandatory sustainability reporting section of our FY2026 Annual Report in alignment with the Australian Sustainability Reporting Standard (ASRS) requirements, alongside climate-related opportunities.

The following table articulates BlueScope's climate risk exposures and should be read alongside BlueScope's second [Climate Action Report](#), available on BlueScope's [website](#).

Climate Change Risk	Description	BlueScope's Response
Reputational impacts if not demonstrating progress against public commitments	<p>BlueScope has both made commitments to medium term emission intensity targets and set a goal of net zero by 2050¹. Failure to achieve and transparently communicate sufficient progress may negatively impact its ability to recruit and retain employees, and erode trust of customers, regulators, governments, investors and the communities in which BlueScope operates.</p>	<p>BlueScope's decarbonisation pathway for both steelmaking and non-steelmaking was detailed in the second Climate Action Report (released in September 2024) and progress against this pathway is outlined each year in the annual Sustainability Report. A detailed breakdown of the decarbonisation pathways for each steelmaking site was also included in the Climate Action Report.</p> <p>In FY2025, BlueScope achieved a 14 per cent reduction in aggregated steelmaking emissions intensity against its FY2018 baseline², in line with its 2030 target level. This was primarily driven by the ramp-up of the North Star expansion and operating and process efficiencies at Glenbrook and Port Kembla Steelworks.</p>

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Climate Change Risk	Description	BlueScope's Response
Susceptibility of operations and supply chains to more extreme weather events and climate-related hazards	BlueScope is exposed to long-term implications of climate change, such as increased frequency and intensity of natural hazards, which can disrupt its operations and supply chains.	BlueScope engaged a specialist technical consultant to assess climate-related physical risks across a selection of its operations to understand the high-level impacts of climate-related hazards on the most critical parts of BlueScope's operations and broader supply chain. Overall risk exposure profile does not increase significantly in the short to medium term however, this is expected to increase towards 2050 and the second half of this century under the 'high climate' scenario. ³
Access to capital (debt or equity) and insurance becomes more restricted or expensive	Concern over climate-related risks may result in higher cost of capital or insurance premiums for BlueScope's business and suppliers of energy and raw materials, impacting the Company's ability to execute on strategic objectives.	Investment to support decarbonisation is critical alongside sustaining capital expenditure to ensure long-term viability and success. BlueScope actively engages with capital and insurance markets to understand and respond to how climate change is impacting these markets in the longer term.
Challenges to develop and deploy low emission iron and steelmaking and manufacturing technologies	The pace of evolution of low emissions iron and steelmaking technology may not align with key capital decision milestones. Limitations in infrastructure, supply chains and/or energy costs may impact the ability for low emissions steel to be practically and commercially adopted in Australia and New Zealand.	<p>Project NeoSmelt is a collaboration between BlueScope, BHP, Mitsui Iron Ore Development, Rio Tinto and Woodside Energy to explore ESF technology using Pilbara iron ore in a pilot plant, with a final investment decision expected by the end of 2026.</p> <p>In FY2025, the project advanced to the feasibility phase, selected the Kwinana Industrial Area as its site, and welcomed Mitsui Iron Ore Development and Woodside Energy as new partners. It also secured a funding commitment from the Australian Renewable Energy Agency (ARENA) and a funding contribution towards project execution was announced by the Western Australian Government.</p> <p>In New Zealand, the construction of an EAF at Glenbrook is underway which is expected to halve the site's total Scope 1 and 2 GHG emissions.</p> <p>Progress has also been made on the Australian DRI Options Study, continuing work to unlock energy and policy enablers of future commercial DRI production in Australia.</p>
Impact to availability of local or commercially suitable raw material supplies or energy due to climate change transition risks	Changes to climate and energy policies or licence conditions may restrict operating licences or increase the cost base of raw material suppliers or restrict their access to capital or insurance.	BlueScope monitors the exposure of its suppliers and works to maintain the capacity and relationships for alternate supply options if required.
Government regulation of GHG emissions without sufficient measures to maintain competitiveness	Policy settings in key operating regions may not adequately support the transition to low-emission iron and steelmaking technology. Climate change and energy policies may increase BlueScope's cost base compared to steel imports from countries with less regulation.	<p>BlueScope engages with all levels of government in its steelmaking regions to advocate for consistent policies to support steel sector decarbonisation. Government policies vary regionally, with respect to commitments to support investments in iron and steelmaking transformation and the necessary renewable energy, gas and ultimately hydrogen infrastructure.</p> <p>In Australia, BlueScope has engaged with both Federal and State governments and with industry associations and think tanks. This has included one-on-one meetings, written submissions, participation in roundtable discussions and site visits for policymakers to its facilities. Key policies discussed as part of this engagement include the Safeguard Mechanism (SGM) and Carbon Leakage Review. Ongoing engagement is also taking place with governments regarding enablers of decarbonisation including energy policy and funding programs to support potential capital investment.</p> <p>In New Zealand, BlueScope has worked with the government to co-fund the EAF at Glenbrook.</p> <p>In the US, BlueScope's public policy engagement is currently not centred on national climate change and energy policy, given the low emissions technology already deployed at its North Star facility, and the general presence of appropriate enablers that underpin its already low emissions footprint. However, it closely monitors developments in these areas that may impact the future operations and decarbonisation plans for its US business, including policies that may underpin future investment in lower emissions energy (e.g. green hydrogen) and raw materials (e.g. iron from natural gas or hydrogen based DRI), engaging with local and state governments and responding to formal government consultation, as appropriate.</p>

Climate Change Risk	Description	BlueScope's Response
Regulatory and litigation risk	There has been an increase in the number of claims brought against businesses with respect to climate change matters, both domestically and globally. As BlueScope operates in and is connected to sectors that are hard to abate, there is a continued risk of climate and environmental related claims.	BlueScope is closely monitoring this risk in the jurisdictions in which it operates and taking proactive steps to manage it. Fundamentally, this means having a considered strategy to decarbonise its operations, taking concrete steps to execute this strategy – with demonstrable results – and ensuring that the necessary resources and governance structures are in place. BlueScope also carefully considers its public commitments and statements regarding its decarbonisation efforts and results, to ensure that these are achievable, accurate and supported by evidence, in order to mitigate the risk of 'greenwashing' claims.

1. Achieving the 2050 net zero goal is highly dependent on several enablers, including the development and diffusion of ironmaking technologies to viable, commercial scale; access to internationally cost-competitive, firm large-scale renewable energy; availability of competitively-priced green hydrogen, with natural gas enabling the transition to green hydrogen; access to appropriate quality and sufficient quantities of economic raw materials; and supportive and consistent policies across all these enablers to underpin decarbonisation.
2. Preliminary data. Final emissions intensity figures will be published in BlueScope's FY2025 Sustainability Reporting Suite, to be released in September 2025. GHG emissions data reported on an equity accounted basis.
3. Intergovernmental Panel on Climate Change, Shared Socioeconomic Pathway, SSP5-8.5.

This document sets out information on the business strategies and prospects for future financial years and refers to likely developments in BlueScope's operations and the expected results of those operations in future financial years. This information is provided to enable shareholders to make an informed assessment about the business strategies and prospects of BlueScope for future financial years. Detail that could give rise to likely unreasonable prejudice to BlueScope, for example, public disclosure of information that is commercially sensitive, confidential or could give a third party a commercial advantage, has not been included.

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Detailed Explanatory Tables

(A) Detailed Income Statement

The Group comprises five reportable operating segments: Australian Steel Products; North Star; Buildings and Coated Products North America; Coated Products Asia and New Zealand & Pacific Islands.

Table 12: Detailed income Statement

\$M	Revenue		Reported Result		Underlying Result	
	FY2025	FY2024	FY2025	FY2024	FY2025	FY2024
Sales revenue / EBIT¹						
Australian Steel Products	6,952.7	6,982.3	260.0	354.4	261.6	376.9
North Star BlueScope Steel	3,702.2	3,840.7	257.9	492.4	267.2	493.9
Buildings and Coated Products North America	3,327.9	3,697.0	(190.7)	415.9	249.3	431.4
Coated Products Asia	1,923.7	2,075.9	142.3	146.6	138.8	159.6
New Zealand and Pacific Islands	862.4	914.7	(16.5)	43.7	(16.5)	43.7
Discontinued operations	0.0	0.0	9.6	1.2	0.0	0.0
Segment revenue / EBIT¹	16,768.9	17,510.6	462.6	1,454.2	900.4	1,505.5
Inter-segment eliminations	(516.1)	(501.2)	(5.3)	22.1	(5.3)	22.2
Segment external revenue/EBIT	16,252.8	17,009.4	457.3	1,476.3	895.1	1,527.7
Other revenue/(net unallocated expenses)	74.0	102.6	(161.5)	(200.3)	(156.9)	(188.5)
Total revenue / EBIT¹	16,326.8	17,112.0	295.8	1,276.0	738.2	1,339.2
Borrowing costs			(69.6)	(64.4)	(67.2)	(62.1)
Interest Revenue			32.4	56.7	32.4	56.7
Profit / (loss) from ordinary activities before income tax			258.6	1,268.3	703.4	1,333.8
Income tax (expense)/benefit			(69.6)	(320.1)	(178.8)	(324.6)
Profit / (loss) from ordinary activities after income tax expense			189.0	948.2	524.6	1,009.2
Net (profit)/loss attributable to outside equity interest			(105.2)	(142.5)	(103.8)	(148.5)
Net profit / (loss) attributable to equity holders of BlueScope Steel			83.8	805.7	420.8	860.7
Basic Earnings per share (cents)			19.1	180.0	95.9	192.3

1. Performance of operating segments is based on EBIT, which excludes the effects of interest and tax. The Company considers this a useful and appropriate segment performance measure because Group financing (including interest expense and interest income) and income taxes are managed on a Group basis and are not allocated to operating segments.

(B) Reconciliation of Underlying Earnings to Reported Earnings

The Company has provided an analysis of unusual items included in the reported IFRS financial information. These items have been considered in relation to their size and nature, and have been adjusted from the reported information to assist readers to better understand the financial performance of the underlying operating business. Throughout this report, the Group has used the term 'reported' to reference IFRS financial information and 'underlying' to reference non-IFRS financial information. These adjustments are assessed on a consistent basis from period to period and include both favourable and unfavourable items. Non-IFRS financial information, while not subject to audit or review, has been extracted from the financial report which has been audited by BlueScope's external auditors. An explanation of each adjustment and reconciliation to the reported IFRS financial information is provided in the table below.

Table 13 Reconciliation of Underlying Earnings to Reported Earnings

	EBITDA \$M		EBIT \$M		NPAT \$M		EPS \$	
	FY2025	FY2024	FY2025	FY2024	FY2025	FY2024	FY2025	FY2024
Reported Earnings	1,009.6	1,968.9	295.8	1,276.0	83.8	805.7	0.19	1.80
Underlying adjustments:								
Net (gains) / losses from businesses discontinued ¹	(9.6)	(1.2)	(9.6)	(1.2)	(7.2)	1.3	(0.02)	0.00
Asset Impairments ²	438.9	-	438.9	-	333.6	-	0.76	-
Business development and acquisition costs ³	-	17.1	-	17.1	-	13.5	-	0.03
Restructure and redundancy costs ⁴	0.4	6.6	0.4	6.6	1.2	2.8	0.00	0.01
Operating Disruptions ⁵	12.8	-	12.8	-	9.5	-	0.02	-
Entity Liquidation ⁶	-	11.8	-	11.8	-	11.8	-	0.03
Legal Provisions ⁷	-	22.5	-	22.5	-	22.5	-	0.05
Land Asset re-classification ⁸	-	-	-	6.3	-	3.2	-	0.01
Underlying Operational Earnings	1,452.1	2,025.8	738.2	1,339.2	420.8	860.7	0.96	1.92

- FY2025 reflects royalty revaluation gain (\$6.8M pre-tax) relating to the previously sold Taharoa iron sands operations, and net gains (\$2.8M pre-tax) from other discontinued operations. FY2024 reflects royalty revaluation gain (\$1.4M pre-tax) relating to the previously sold Taharoa iron sands operations, and net losses (\$0.2M pre-tax) from other discontinued operations.
- FY2025 reflects the impairment of goodwill and intangible assets of the BlueScope Coated Products CGU that forms part of BlueScope Coated Products North America (\$438.9M pre-tax).
- FY2024 reflects costs associated with the acquisition of the US coil coatings business (\$15.5M pre-tax) and the US ferrous scrap steel recycling businesses (\$1.6M pre-tax).
- FY2025 reflects restructure and redundancy costs in ASP (\$1.6M pre-tax), Corporate & Group (\$1.2M pre-tax) and BlueScope Coated Products North America (\$1.1M pre-tax) partially offset by a net gain in the Coated Products Asia business (\$3.5M pre-tax) from the restructure of Lysaght Singapore. FY2024 reflects restructure and redundancy costs in the Coated Products Asia business (\$6.6M pre-tax).
- FY2025 reflects costs relating to fire damage, net of insurance, at the BlueScope Recycling and Materials Mansfield site (\$9.3M pre-tax) and other business interruption impacts (\$3.5M pre-tax).
- FY2024 reflects the impact of equity reserves (foreign currency translation) transferred to profit or loss on liquidation of the dormant BlueScope Steel International Ltd entity (UK).
- FY2024 reflects additional provision raised and paid during the period, arising from the civil proceedings against BlueScope brought by the ACCC.
- FY2024 reflects the accounting re-classification of a land asset in Indonesia to leases (\$6.3M pre-tax).

Table 14: Segmental underlying EBIT adjustments

FY2025 EBIT Underlying Adjustments \$M	ASP	North Star	BCPNA	CP Asia	NZPac	Corp	Discon Ops	PISE	Total
Net (gains) / losses from businesses discontinued	-	-	-	-	-	-	(9.6)	-	(9.6)
Asset Impairments	-	-	438.9	-	-	-	-	-	438.9
Restructure and redundancy costs	1.6	-	1.1	(3.5)	-	-	1.2	-	0.4
Operating Disruptions	-	9.3	-	-	-	3.5	-	-	12.8
Underlying Adjustments	1.6	9.3	440.0	(3.5)	-	3.5	(8.4)	-	442.5

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(C) Cash Flow Statement

Table 15 Consolidated cash flow statement

\$M	FY2025	FY2024	Variance %
Reported EBITDA	1,009.6	1,968.9	(49%)
Adjust for non cash items			
- Share of profits from associates and joint venture partnership not received as dividends	15.4	12.8	21%
- Expensing of share-based employee benefits	22.0	21.4	3%
- Impairment of Assets	438.9	-	n/a
- Net (gain) loss on sale of assets & investments	14.3	8.6	0.7
Cash EBITDA	1,500.2	2,011.7	(25%)
Changes in working capital	53.3	(245.3)	122%
Gross operating cash flow	1,553.5	1,766.4	(12%)
Finance costs	(69.4)	(60.2)	(15%)
Interest received	34.9	55.3	(37%)
Tax received / (paid)	(106.1)	(351.4)	70%
Net cash from operating activities	1,412.9	1,410.0	0%
Capex: payments for P,P&E and intangibles	(1,233.4)	(976.3)	(26%)
Other investing cash flows	3.5	9.3	(63%)
Cash from operating and investing (post-tax)	183.0	443.0	(59%)
Share buy-backs	(29.9)	(323.3)	91%
Dividends to BSL shareholders	(263.3)	(224.9)	(17%)
Dividends to outside equity interest ¹	(96.4)	(126.2)	24%
Net drawing / (repayment) of borrowings	88.4	(58.5)	251%
Repayment of leases	(110.9)	(116.3)	5%
Other	(11.6)	-	n/a
Net Increase / (decrease) in cash held	(240.7)	(406.2)	41%

1. These dividend payments primarily relate to dividend payments to Nippon Steel Corporation (NSC) in respect of the NS BlueScope Coated Products joint venture.

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Section

02.

Directors' Report

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Board Composition

The following persons were Directors of the Company during the whole of the financial year and up to the date of this Directors' Report, except as otherwise stated:

- Jane McAloon AM (*Chair*)
- Mark Vassella (*Managing Director and Chief Executive Officer*)
- Ewen Crouch AM
- Rebecca Dee-Bradbury
- Jennifer Lambert
- Kathleen Conlon
- K'Lynne Johnson
- ZhiQiang Zhang
- Peter Alexander
- Alistair Field

Particulars of the skills, experience, expertise and special responsibilities of the Directors in office at the date of this report are set out below.

Directors' Biographies

Jane McAloon AM

Chair

(Independent)

BEC (Hons), LLB, GDip
CorpGov, FAICD

Chair since: November 2023

Director since: September 2022

Directorships of other Australian listed entities in the past three years:

- Newcrest Mining Ltd (Jul-21 to Nov-23)
- United Malt Group Ltd (Feb-20 to Feb-23)
- HMC Capital Ltd (Oct-19 to Nov-22)

Ms McAloon is Chair and a non-executive director of EnergyAustralia Holdings Ltd and a non-executive director of Allianz Australia Ltd. Ms McAloon held executive leadership positions with BHP where she spent nine years, including two years on the Group Management Committee as President Governance. She was a senior executive at AGL and held executive leadership roles with the NSW Cabinet Office and the Energy, Rail and Natural Resources Departments. She previously worked as an economist and in private legal practice.

Ms McAloon is a member of the Monash University Council and is an independent member of the advisory board of Allens Lawyers. She was a non-executive director of the Civil Aviation Safety Authority and the Port of Melbourne. She was Chair of Australian Defence Reserves Support Council, a senior adviser to Brunswick Group Asia, a director of the Australian War Memorial and a member of the Referendum Council on Constitutional Recognition for Aboriginal and Torres Strait Islander Peoples.

Ms McAloon brings to BlueScope over 30 years of business, government and regulatory experience at senior executive and board levels across the natural resources, energy, infrastructure and utilities sectors. Having spent most of her career in emissions intensive industries, she has deep experience working at the intersection of business and sustainability challenges including across the UK, US and Asia.

Ms McAloon is a member of the Remuneration & Organisation Committee and the Nomination Committee.

Mark Vassella

Managing Director & Chief Executive Officer

BCom, MBA

Director since: January 2018

Directorships of other Australian listed entities in the past three years: Nil.

Mark Vassella was appointed Managing Director and Chief Executive Officer of the Company in January 2018.

He joined the Company following BlueScope's 2007 acquisition of Smorgon Steel Distribution where he was the Chief Executive. He was appointed Chief Executive Australian Distribution and Solutions before moving to the US as President, BlueScope Steel North America in 2008. He returned to Australia in 2011 to take up the role of Chief Executive BlueScope Australia and New Zealand.

Mr Vassella is on the Executive Board of Directors at World Steel Association (worldsteel) and holds the office of Treasurer. He is a past Board member, President and Treasurer of the Family Life charitable organisation.

Ewen Crouch AM

Non-executive Director (Independent)

BEC (Hons) LLB, FAICD
Director since: March 2013

Directorships of other Australian listed entities in the past three years:

- Corporate Travel Management Limited (Mar-19 to date)
- AnteoTech Ltd (Apr-22 to Apr-25)

Mr Crouch currently serves as a non-executive director and Chairman of Corporate Travel Management Limited. He is a Fellow of the Australian Institute of Company Directors and a board member of Jawun. Mr Crouch was a Partner at Allens from 1998 to 2013 where his roles included Chairman of Partners, Co-Head Mergers and Acquisitions and Equity Capital Markets, Executive Partner – Asian Offices and Deputy Managing Partner, as well as 11 years' service on its board. He served as a director of Mission Australia between 1995 and 2016, including seven years as its Chairman.

Mr Crouch has also served as a director and Chairman of RSL LifeCare Ltd, from 2022 to 2024 and of AnteoTech Ltd, from 2022 to 2025. He was also a non-executive director of Westpac Banking Corporation from 2013 to 2019. He was a member of the Takeovers Panel from 2010 to 2015, a member of the Commonwealth Remuneration Tribunal from 2015 to 2019 and a director of the Sydney Symphony Orchestra from 2009 to 2020.

Mr Crouch brings to the Board the breadth of his experience in service industries, financial markets, governance and risk management together with his knowledge of strategic mergers, acquisitions and capital markets transactions.

Mr Crouch is Chair of the Risk & Sustainability Committee and is a member of the Audit Committee and the Nomination Committee.

Rebecca Dee-Bradbury

Non-executive Director (Independent)

BBus (Mkt), GAICD
Director since: April 2014

Directorships of other Australian listed entities in the past three years:

- Bapcor Limited (Sep-23 to Dec-23)
- Australian Foundation Investment Company Ltd (May-19 to date)

Ms Dee-Bradbury is a non-executive director of EnergyAustralia Holdings Ltd and Australian Foundation Investment Company Ltd. She is a former non-executive director of Bapcor Limited, GrainCorp Limited and The Benevolent Society. She is also a member of Chief Executive Women and a former member of the Federal Government's Asian Century Strategic Advisory Board and the Business Advisory Board at the Monash Business School.

Ms Dee-Bradbury has extensive business and leadership experience at the senior executive and board level across FMCG, retail and e-commerce. She was Chief Executive Officer/President Developed Markets Asia Pacific and ANZ for Kraft/Cadbury from 2010 to 2014, leading the business through significant transformational change. Prior to this, Ms Dee-Bradbury was Group CEO of the global Barbeques Galore group and held other senior executive roles in organisations including Maxxium, Burger King Corporation and Lion Nathan/Pepsi Cola Bottlers.

Ms Dee-Bradbury brings to the Board extensive experience in business transformation, strategic brand marketing, customer relationship management, digitisation and innovation.

Ms Dee-Bradbury is Chair of the Remuneration & Organisation Committee and is a member of the Health, Safety, Environment & Community Committee and the Nomination Committee.

Jennifer Lambert

Non-executive Director (Independent)

BBus, MEc, CA, FAICD
Director since: September 2017

Directorships of other Australian listed entities in the past three years:

- NEXTDC Limited (Oct-19 to date)
- REA Group Limited (Dec-20 to date)

Ms Lambert is a non-executive director and Chair of the Audit and Risk Committee for each of NEXTDC Limited, REA Group Limited and Investa Property Group. Ms Lambert is also on the Council of the Sydney Church of England Grammar School (Shore). She is a Fellow of the Australian Institute of Company Directors and a member of its Reporting Committee.

Ms Lambert has extensive business and leadership experience at the senior executive and board level. Ms Lambert was Group Chief Financial Officer of 151 Property (previously known as Valad Property Group) from 2003 to 2016 and prior to this, a director at PricewaterhouseCoopers in transaction services. Ms Lambert was previously on the boards of Mission Australia and Place Management NSW.

Ms Lambert brings more than 30 years of financial management and accounting experience, along with over 15 years specialising in the property industry and 15 years of experience as a director of for-purpose entities.

Ms Lambert is Chair of the Audit Committee and is a member of the Risk & Sustainability Committee and the Nomination Committee.

Kathleen Conlon

Non-executive Director (Independent)

BA (Econ)(DIST), MBA, FAICD
Director since: February 2020

Directorships of other Australian listed entities in the past three years:

- Lynas Rare Earths Limited (Nov-11 to Nov-23)
- Aristocrat Leisure Limited (Feb-14 to date)
- Pilbara Minerals Limited (Jan-24 to date)

Ms Conlon is Chair and a non-executive director of Pilbara Minerals Limited. She is also a non-executive director of Aristocrat Leisure Limited and a former non-executive director of CSR Limited, REA Group Limited and The Benevolent Society. Ms Conlon also chairs the Corporate Governance Committee of the Australian Institute of Company Directors (AICD) and is a member of Chief Executive Women. She is also a former Chair of Lynas Rare Earths Limited, a former President of the NSW Council and a former National Board member of the AICD.

Ms Conlon brings over 20 years of professional management consulting experience specialising in strategy, supply chain, technology and operational improvement and has advised leading companies across a wide range of industries and countries. An American/Australian dual national, Ms Conlon joined the Chicago office of The Boston Consulting Group (BCG) in 1985, before transferring to the Sydney office in 1994. In her seven years as partner and director, Ms Conlon led BCG's Asia Pacific operations practice and the Sydney office. She was awarded a Commonwealth Centenary Medal for Services to Business Leadership in 2003.

Ms Conlon is a member of the Remuneration & Organisation Committee, the Audit Committee and the Nomination Committee.

K'Lynne Johnson

Non-executive Director (Independent)

BSc(OrgPsych), MOrgBehav
Director since: January 2022

Directorships of other Australian listed entities in the past three years: Nil.

Ms Johnson is a non-executive director of US based companies JM Huber Corporation (2020 to present), DMC Biotechnologies, Inc (March 2025 to present) and FMC Corporation (2013 to present), and is Chair of Trinseo SA (2017 to present), the latter two companies both listed on the NYSE.

Ms Johnson has had a global career with extensive knowledge of the US market and has spent significant time in Asia. Ms Johnson was an executive in the chemicals industry for over 28 years and has worked in early stage sustainability-driven ventures as well as in more mature businesses.

Ms Johnson is the former Chair of Elevance Renewable Sciences Inc (2015 to 2016) following eight years as President and founding CEO (2007 to 2015). Prior to joining Elevance, Ms Johnson spent over fifteen years in the oil and petrochemical industry with Amoco Corporation (1991 to 1999) and BP Chemicals (1999 to 2004), joining BP after its merger with Amoco in 1998. During this time, Ms Johnson held both operational and functional roles, culminating in her role as Senior Vice President of Global Derivatives with BP's Innovene business (2004 to 2005) (which was sold to the Ineos group in 2005). In addition, Ms Johnson was the co-founder and owner of BeauLily LLC (2006 to 2014), a therapeutic hand products company and a non-executive director of Sylvatex Inc (2016 to March 2025), an advanced materials technology company.

Ms Johnson brings to BlueScope extensive experience in the areas of technological led transformation, sustainability, renewables, human resources, customers and innovation. She also brings traditional high capital-intensive sector experience.

Ms Johnson is based in North America.

Ms Johnson is Chair of the Health, Safety, Environment & Community Committee and a member of the Remuneration & Organisation Committee and the Nomination Committee.

ZhiQiang Zhang

Non-executive Director (Independent)

BEng(Elec), MBA, FAICD
Director since: January 2022

Directorships of other Australian listed entities in the past three years: Nil.

Mr Zhang is the Head of China for Fortescue Energy, President of the Swiss Chamber of Commerce in Beijing and Operating Partner of CITIC Capital. He is also a member of the Supervisory Board of Freudenberg Co.& SE, headquartered in Weinheim, Germany. Mr Zhang was an advisor to CLEC Co Ltd from 2022 to 2023 and a non-executive director of the Swedish Chamber of Commerce in China (2016 to 2022). He was also a non-executive director of Georg Fischer AG (2005 to 2021) and Datwyler Holding AG (2016 to 2021), companies listed on the Swiss Stock Exchange.

Mr Zhang has extensive business and leadership experience at the senior executive level including over 25 years at Siemens and Siemens Nokia Networks with his last role as President & Chief Executive Officer, Greater China Region (2005 to 2012). More recently, Mr Zhang was President of Asia Pacific Region and a member of the Group Executive Management team of Sandvik AB (2012 to 2018) and Group Senior Vice President & President of ABB China (2018 to 2021).

Mr Zhang has a background in blue-chip manufacturing and product development, including industrial digitisation, automation and robotics. Having worked in asset-heavy industrials for most of his career, Mr Zhang has deep sector knowledge in automotive, machine tools, steel making, foundry, telecommunications and infrastructure. He also brings to BlueScope a deep understanding of China and broader Asian markets and insight into areas of innovation and growth.

Mr Zhang is based in China.

Mr Zhang is a member of the Risk & Sustainability Committee, the Health, Safety, Environment & Community Committee and the Nomination Committee.

Peter Alexander

Non-executive Director (Independent)

BA, MBA
Director since: September 2022

Directorships of other Australian listed entities in the past three years: Nil.

Mr Alexander is the Lead Director of Overhead Doors LLC and Colony Hardware Corporation. He is a former non-executive director of Boral Limited. Mr Alexander is an experienced former chief executive with more than 28 years of senior executive experience in US building materials and distribution, technology products and services. From 2010 until 2018, Mr Alexander was CEO of Building Materials Holding Corporation and then President and CEO of the merged NASDAQ listed group BMC Stock Holdings Inc, a building materials distributor and construction solutions provider. Prior to this, Mr Alexander was President and CEO of ORCO Construction Distribution from 2005 to 2009, the largest independent building materials distributor in the Western United States. He was managing partner of KinderOaks Business Services from 2002 to 2005. Mr Alexander previously served as President and CEO, or in other executive positions, for several other companies in the technology, retail, distribution and service industries, including GE Capital, ComputerLand/Vanstar, Premiere Global Services and Coast to Coast Hardware.

Mr Alexander brings to BlueScope extensive experience in the US and Australian building materials, retail, technology and telecommunications sectors.

Mr Alexander is based in North America.

Mr Alexander is a member of the Risk & Sustainability Committee, the Health, Safety, Environment & Community Committee and the Nomination Committee.

Alistair Field

Non-executive Director (Independent)

Mech Eng, MBA

Director since: January 2024

Directorships of other Australian listed entities in the past three years:

- Sims Limited (Oct-15 to Sep-23)
- Alumina Limited (Jan-24 to Aug-24)
- Alcoa Limited (Aug-24 to present)

Mr Field is a non-executive director of Alcoa Corporation in the USA and an appointed Director of Fonterra Co-operative in New Zealand.

Mr Field has most recently held the position of Chief Executive Officer and Managing Director of Sims Limited based in the US and Australia. Mr Field has more than 30 years of experience in the mining, metals and manufacturing sectors. Prior to joining Sims Limited, he held a number of senior leadership positions including as Director of the Patrick Terminal & Logistics division of Asciano Limited and as Chief Operating Officer of Rio Tinto's Bauxite and Alumina Division.

Mr Field brings to BlueScope a global perspective, having worked at a senior executive level in North America, the Middle East, South Africa and the UK with extensive heavy industry experience, operational and safety expertise, including an understanding of complex and large-scale capital projects.

Mr Field is a member of the Audit Committee, the Health, Safety, Environment & Community Committee and the Nomination Committee.

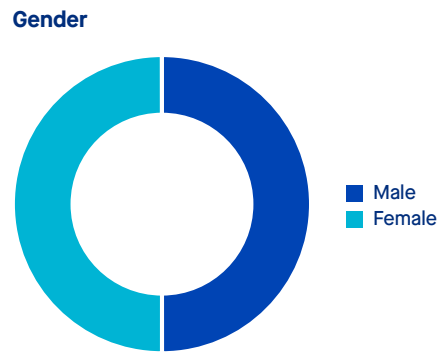
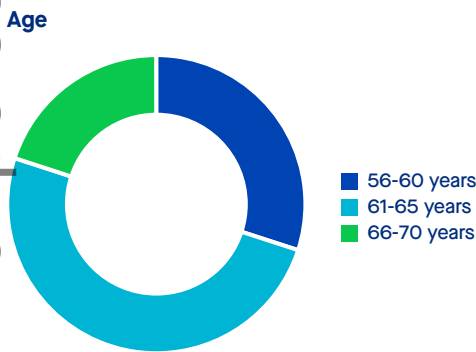
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Board Skills and Experience

The Board, having considered the key skills and experience desirable for those on the Board and, relying upon the outcomes of the 2025 Board Skills and Experience Assessment, has determined that the current composition of the Board provides coverage of all these identified skills and experiences and considers that, as a collective, the Board is continuing to function effectively in the discharge of its responsibilities.





The Board also looks for gender diversity. Based on the assessment by the Nomination Committee of the diversity and skills to complement current Board members, recommendations are made to the Board on candidates it considers appropriate for appointment.

The following charts illustrate the diversity of the Board by reference to age and gender as at 30 June 2025.



Skills/Experience	Description	No. of Directors rated as Expert, Advanced, Capable & Limited
Strategy and Commercial Acumen	Experience in delivering sustained business performance through strategy development and execution, including assessing strategic opportunities and risks, oversight of capital management frameworks and complex corporate transactions or projects.	
Financial Oversight	Proficiency in analysing financial statements and forecasts in comparable industries or organisations, including an understanding of the key financial drivers and controls. Expertise in accounting, audit, corporate finance or related financial management experience or qualifications.	
Leadership	Senior executive or board experience in listed companies or other large enterprises in Australia or internationally. Track record of effective leadership in a cyclical industry and/or through periods of disruption or rapid change.	
Risk Management	Experience implementing or overseeing risk management frameworks in global operations. Experience in identifying and overseeing the management of new and emerging material or strategic risks.	
Steel Industry Experience	Senior executive or board experience in a company involved in the steel industry, including steelmaking, scrap recycling, mining, manufacturing, value-add processing, distribution or engineering/technical operations.	
Health and Safety	Knowledge and experience in physical and psychosocial health and safety management, performance and governance and building a strong safety culture in large organisations.	
Corporate Governance and Legal	Experience in corporate governance and legal compliance in listed companies or large organisations with significant or global operations.	
Stakeholder Engagement	Track record in delivering customer focused solutions through innovation, product development or marketing. Experience in developing constructive government and regulatory relationships and effective shareholder and community engagement.	
People, Culture and Remuneration	Experience in oversight of a company's culture, remuneration and people management framework, including employee engagement, talent development and retention and succession planning.	
Sustainability and Climate	Experience with the identification and management of sustainability-related risks, opportunities and trends (including reporting requirements).	
Technology, Digital and Innovation	Experience in the oversight of transformational technology and innovation. Experience in cyber security risk management and responding to digital disruption.	
Global Experience	Experience working in multiple geographies over an extended period, understanding of global markets and exposure to diverse political, economic, cultural and regulatory business environments.	

Legend

	Expert	More than ten years' experience as a director, senior executive or practitioner, and/or recognised by a professional body as a leading practitioner in the field, and/or recognised by a court as an 'expert' in the field.
	Advanced	Five to ten years' experience as a director, senior executive or practitioner, and/or recognised by a professional body as a practitioner in the field, and/or able to identify complex issues, oversights or mistakes.
	Capable	Two to five years' experience as a director, senior executive or practitioner, and/or broad knowledge and understanding if limited practical experience, and/or able to probe and ask insightful questions.
	Limited	Less than two years' experience as a director, senior executive or practitioner, and/or limited knowledge and understanding, and/or able to make a limited contribution to discussions.

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Company Secretary

Virginia Porter

BA, LLB (Hons), MBA

Ms Porter was appointed as Chief Legal Officer on 3 February 2025 and Company Secretary on 22 April 2025. She has responsibility for Legal, Company Secretariat and Ethics & Compliance.

Prior to joining BlueScope, Ms Porter was a chief legal officer at National Australia Bank, where she worked for nine years. She has previously held senior legal, governance and investor relations roles across a number of industries, based in the United States, United Kingdom and Australia.

Particulars of Directors' Interests in Shares and Options of BlueScope Steel Limited

As at the date of this Directors' Report the interests of the Directors in shares and options of the Company are:

Director	Ordinary shares	Share rights
J McAloon AM	20,282	-
M Vassella	1,062,066	379,484 ¹
E Crouch AM	45,715	-
R Dee-Bradbury	27,300	-
J M Lambert	23,419	-
K Conlon	10,208	-
K Johnson	-	6,529 ²
Z Zhang	12,800	-
P Alexander	16,000	-
A Field	2,500	-

1. Unvested rights, subject to achieving performance hurdles.

2. Rights will remain as vested share rights until the exercise and allocation of shares, which occurs automatically at the end of the Trading Restriction Period (i.e. 15 years after the date the share rights are granted, or the date the Director ceases to be a Director of the Company, whichever occurs earlier, unless BlueScope determines otherwise).

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Meetings of Directors

Attendance of the Directors at Board and Board Committee meetings from 1 July 2024 to 30 June 2025 is as follows:

	Board Meetings		Audit Committee		Remuneration and Organisation Committee		Health, Safety and Environment Committee		Nomination Committee		Risk and Sustainability Committee		Annual General Meeting	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B
J McAloon AM	14	14	-	3 ¹	6	6	-	6 ¹	6	6	-	4 ¹	1	1
M Vassella	14	14	-	4 ¹	-	6 ¹	-	6 ¹	-	6 ¹	-	4 ¹	1	1
E Crouch AM	14	13	4	4	-	1 ¹	-	2 ¹	6	6	4	4	1	1
R Dee-Bradbury	14	14	-	2 ¹	6	6	6	6	6	6	-	-	1	1
J Lambert	14	14	4	4	-	1 ¹	-	2 ¹	6	6	4	4	1	1
K Conlon	14	14	4	4	6	6	-	2 ¹	6	6	-	1 ¹	1	1
Z Zhang	14	13	-	2 ¹	-	-	6	6	6	6	4	4	1	1
K Johnson	14	14	-	2 ¹	6	6	6	6	6	6	-	-	1	1
P Alexander	14	14	-	2 ¹	-	-	6	5	6	6	4	3	1	1
A Field	14	13	4	3	-	1 ¹	6	4	6	5	-	2 ¹	-	-

1. The Director is not a Committee member and attended pursuant to their standing invitation.

A = Number of meetings held in the period 1 July 2024 to 30 June 2025, during which time the relevant Director was a member of the Board or the Committee, as the case may be.

B = Number of meetings attended by the relevant Director.

Directors meet regularly in the absence of management.

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Other Matters

Review of Operations

A review of the Group's operations during the financial year and the results of those operations is set out in the FY2025 Earnings Report on pages [7-34](#) of this Annual Report. The FY2025 Earnings Report is incorporated by reference into, and forms part of, this Directors' report.

Remuneration Report

The FY2025 Remuneration Report is set out on pages [46-73](#) of this Annual Report and is incorporated by reference into and forms part of, this Directors' report.

Environmental Regulation

BlueScope's manufacturing operations are subject to significant environmental reporting obligations. In FY2025, BlueScope notified relevant authorities of thirty-one incidents resulting in environmental non-compliance, twelve of which occurred in Australia, two of which occurred in New Zealand and seventeen of which occurred in the United States of America. This is a significant reduction in BlueScope's total reportable environmental non-compliances when compared with FY2024. All the reported non-compliances were low severity, with no material environmental or health impacts. The operations continue to treat low level incidents seriously, focusing on opportunities to minimise the likelihood of re-occurrence.

The NSW Environment Protection Authority (EPA) issued Australian Steel Products four separate formal warnings and one official caution in FY2025. The first of the formal warnings was issued in response to the total suspended solids (TSS) exceedance at the Port Kembla Steelworks No 5 Blast Furnace Drain, recorded on 21 October 2024. The second formal warning was issued in February 2025, in response to a discharge of cooling tower water from the Springhill Coupled Pickle Cold Mill (CPCM) that entered the stormwater system and discharged into Allan's Creek on 9 April 2024. The latter representing a backdated non-compliance from FY2024. The third formal warning was issued for a Port Kembla Steelworks Slab Mill Drain incident on 19 November 2024, where paint was discharged into the scale lane and subsequently went to Slab Mill Drain. The fourth formal warning was issued in response to an incident at Port Kembla Steelworks that occurred on 22 April 2025 involving overflow of clarifier underflow bins at the Plate Mill, resulting in process water discharging to a stormwater drain. The official caution was issued in June 2025 in response to two Port Kembla Steelworks Cokemaking standpipe extended emissions on 24 February 2025 and 11 April 2025.

No environment-related penalty infringement notices, fines or prosecutions have been reported across BlueScope's operations in FY2025.

Further environmental information will be provided in BlueScope's Sustainability Report, due for release in September 2025.

Indemnification and Insurance of Officers

The Company has entered into directors' and officers' insurance policies and paid an insurance premium in respect of the insurance policies, to the extent permitted by the *Corporations Act 2001*. The insurance policies cover former Directors of the Company along with the current Directors of the Company (listed on page [36](#)). Executive officers and employees of the Company and its related bodies corporate are also covered.

In accordance with Rule 21 of its Constitution, the Company to the maximum extent permitted by law:

- must indemnify any current or former Director or Secretary; and
- may indemnify current or former executive officers,

of the Company or any of its subsidiaries, against all liabilities (and certain legal costs) incurred in those capacities to a person, including a liability incurred as a result of appointment or nomination by the Company or its subsidiaries as a trustee or as a Director, officer or employee of another corporation.

Current and previous Directors of the Company and a previous Chief Financial Officer, a previous Chief Legal Officer and Company Secretary, and a previous Company Secretary have entered into an Access, Insurance and Indemnity Deed (Deed) with the Company. The Deed addresses some or all of the matters set out in Rule 21 of the Constitution and includes, among other things, provisions requiring the Company to indemnify an officer to the extent to which they are not already indemnified as permitted under law, and to use its best endeavours to maintain an insurance policy covering the period while they are in office and seven years after ceasing to hold office. It is the Company's practice that its employees should be protected from any liability they incur as a result of acting in the course of their employment, while acting in good faith.

The Directors have not included details of the nature of the liabilities covered or the amount of the premium paid in respect of the directors' and officers' liability insurance contract, as (in accordance with normal commercial practice) such disclosure is prohibited under the terms of the contract.

Indemnification of Auditors

To the extent permitted by law, the Company has agreed to indemnify its auditors, Ernst & Young, as part of the terms of its audit engagement agreement against claims by third parties arising from the audit. No payment has been made to indemnify Ernst & Young during or since the end of the financial year.

Proceedings on Behalf of BlueScope

As at the date of this Report, there are no leave applications or proceedings made in respect of BlueScope or that a person has brought or intervened in on behalf of BlueScope under section 237 of the *Corporations Act 2001*.

Matters Subsequent to the Year Ended 30 June 2025

Other than matters outlined elsewhere in the Directors' Report and the Financial Report, no matters or circumstances have arisen since the end of the financial year that have significantly affected, or may significantly affect, the operations, results of operations or state of affairs of the Group in subsequent accounting periods.

Rounding of Amounts

BlueScope is a company of the kind referred to in *ASIC Corporations (Rounding in Financials/Directors' Reports) Instrument 2016/191*, dated 24 March 2016 and in accordance with that Corporations Instrument amounts in the Directors' Report are rounded off to the nearest hundred thousand dollars, unless otherwise indicated.

Auditor's Independence

Ernst & Young was appointed auditor for BlueScope at the 2002 Annual General Meeting.

Auditor Independence Declaration

A copy of the auditor's independence declaration as required under section 307C of the *Corporations Act 2001* is included on page [45](#) within the Directors' Report for the year ended 30 June 2025.

Non-Audit Services

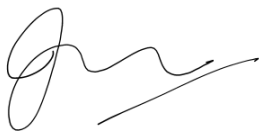
During the year Ernst & Young has performed other services in addition to their statutory duties.

Details of the amounts paid or payable to the auditor for non-audit services provided during the year are set out in note 32 to the consolidated financial statements.

The Directors have considered the non-audit services provided by Ernst & Young and, in accordance with written advice provided by resolution of the Audit Committee, are satisfied that the auditor's provision of those non-audit services is compatible with, and did not compromise, the general standard of independence for auditors imposed by the *Corporations Act 2001* for the following reasons:

- all non-audit services were reviewed and approved to ensure that they would not impact the integrity and objectivity of the auditor; and
- all of the non-audit services provided did not, and do not, undermine the general principles relating to auditor independence as set out in APES 110 Code of Ethics for Professional Accountants issued by the Accounting Professional & Ethical Standards Board, as they did not involve reviewing or auditing the auditor's own work, acting in a management or decision-making capacity for the Company, acting as advocate for the Company or jointly sharing economic risks and rewards.

This report has been made in accordance with a resolution of the Directors.



Jane McAloon, AM
Chair



Mark Vassella
Managing Director and Chief Executive Officer

18 August 2025



Shape the future
with confidence

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Auditor's independence declaration to the directors of BlueScope Steel Limited

As lead auditor for the audit of the financial report of BlueScope Steel Limited for the financial year ended 30 June 2025, I declare to the best of my knowledge and belief, there have been:

- a. No contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit;
- b. No contraventions of any applicable code of professional conduct in relation to the audit; and
- c. No non-audit services provided that contravene any applicable code of professional conduct in relation to the audit.

This declaration is in respect of BlueScope Steel Limited and the entities it controlled during the financial year.

Ernst & Young
Ernst & Young

A handwritten signature in black ink, appearing to read 'M. Honey', with a horizontal line extending to the right.

Matthew A. Honey
Partner
18 August 2025

Section

03.

Remuneration Report

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Message from the Board

Our remuneration approach is designed for BlueScope and the industry in which we operate. This is particularly evident in the current challenging macroeconomic environment, with remuneration outcomes reflecting business performance.

Rebecca Dee-Bradbury
Chair, Remuneration and Organisation Committee



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To our Shareholders

BlueScope, now in its third decade of operating, has a strong reputation as a global end-to-end integrated steel company. We are known for our disciplined capital and operational execution, strong governance processes, and sustainable value creation. We are proud of our purposefully built remuneration framework, which continues to guide how we reward and retain our people in an evolving global market, a cyclical industry and amid ongoing industry transformation.

Our people's expertise and commitment are central to how we support our customers, our communities, and how we deliver on our strategy. Across all regions, teams stayed focused, progressing strategic priorities, driving safety improvements through our global "Refocus on Safety" program, maintaining high operational standards, and reinforcing a culture of accountability and performance.

Stability and experienced leadership

There were no changes to the Executive Key Management Personnel (KMP) during FY2025. A key objective of BlueScope's remuneration framework is to retain experienced and capable leaders, and the Board considers this to be well achieved. Leadership continuity has underpinned the Company's long-term performance.

Continuity, however, is only one aspect of the leadership story. The executive team has been intentionally built to include a breadth of global experience, deep operational capability, and specialised functional expertise across strategy, transformation, operations, and people. This blend of skills enables the team to manage through industry volatility while maintaining a focus on long-term strategic delivery. It also facilitates robust internal debate, sound judgement, and balanced decision-making - all of which the Board determines as essential in governing a complex, capital-intensive, and globally integrated business.

Similarly, there were no changes to the Board's composition in FY2025. The Board continues to be made up of an experienced group with skills aligned with BlueScope's strategy, governance responsibilities, and oversight of a complex global steel business.

A framework grounded in performance and principles

Our remuneration structure appropriately balances fixed and at-risk pay, links incentives to both short and long-term performance results which, in turn, are linked to our longer-term corporate plan, and is competitive across the markets in which we operate and compete for talent. The framework is underpinned by Our Bond and our Code of Conduct and is designed with shareholder expectations in mind.

In determining FY2025 incentive outcomes, the Committee carefully considered Company financial and non-financial performance, individual Executive KMP performance and conduct, and the impact of external market conditions on Group performance. Importantly, performance assessments also reflect the Board's expectation that leadership behaviours align with Our Bond and our Code of Conduct. These values are integral to how business is done at BlueScope. They shape how leaders lead, how strategy is delivered, and how decisions are made. Incentive outcomes are therefore based not just on what was achieved, but how it was achieved. This reinforces our commitment to ethical leadership, disciplined execution, and sustainable value creation over the long term.

In addition to financial and operational metrics, performance assessments incorporate progress against selected environment, social and governance objectives, including safety, emissions intensity, and culture, which are aligned to our long-term sustainability commitments and investor expectations.

Remuneration outcomes

Managing Director & CEO (MD & CEO) fixed remuneration

In the context of continued global economic uncertainty, cost pressures, the industry cycle, and BlueScope's focus on disciplined cost management, the Board, together with Mr. Vassella, agreed and the Board independently determined that it was appropriate that his fixed remuneration will remain unchanged for FY2026. This outcome reflects our collective leadership values, cautious approach to cost discipline and alignment with investor expectations. It follows a similar outcome in FY2025, making this the second consecutive year that the MD & CEO has not received a remuneration increase.

MD & CEO Short-Term Incentive (STI)

During FY2025, the Board assessed Mr. Vassella's conduct and behaviours against Our Bond and our Code of Conduct, and his performance in line with his FY2025 STI Scorecard. Based on this assessment, he would have received an STI payment equal to **77.9** per cent of his target STI opportunity (**51.9** per cent of his maximum STI opportunity) (see section 4.4 for more detail). However, the Board exercised its discretion to reduce the MD & CEO's actual FY2025 STI award to **57.9** per cent of his target STI opportunity (**38.6** per cent of his maximum STI opportunity) in recognition of the \$439 million impairment of the BCP business.

Although the write down is disappointing, we continue to invest in the turnaround of the business and in FY2025 there has been significant uplift in operating reliability, asset performance and customer engagement. BCP remains core to our North American integration strategy and underpins our planned launch of COLORBOND® steel.

Other Executive KMP fixed remuneration

For FY2025, the Executive KMP's annual fixed remuneration was adjusted by 3.0 per cent, except for the Chief Executive, North America, Ms Keast and the Chief Executive, NS BlueScope and China, Mr Zhang. This was reflective of the annual remuneration increases provided to the rest of the business.

Ms. Keast received an 8.0 per cent fixed remuneration increase, reflecting local North American remuneration benchmarks and her responsibilities leading BlueScope's North American business. Mr. Zhang received a 2.0 per cent fixed remuneration increase considering he received a higher fixed remuneration increase in the prior financial year when he assumed responsibility for the China business.

For FY2026, the Board, on recommendation from the MD & CEO, determined that no fixed remuneration increases will apply to the other Executive KMP. This reflects the broader decision made in relation to the MD & CEO and underscores the collective leadership stance on disciplined cost management at a low point in the industry cycle. The Board's decision was informed by external benchmarks and current macroeconomic conditions.

Other Executive KMP STI

STI outcomes for FY2025 were based on business and individual performance and ranged from **57.1** per cent to **93.0** per cent of the target opportunity (**38.0** per cent to **62.0** per cent of the maximum STI opportunity), recognising differentiated performance across the operating regions. The Board considers these outcomes fair and reflective of both Group and divisional performance. Performance outcomes are summarised in Section 4 of this report. The Chief Financial Officer, Mr Fallu, elected to receive 100 per cent of this award in equity.

Long-Term Incentive (LTI)

As outlined in last year's Remuneration Report, the FY2022 LTI Alignment Rights, granted in December 2021, were tested at the end of the three-year performance period on 30 June 2024. BlueScope achieved a three-year average ROIC of 22.7% and maintained a strong balance sheet, with an average net debt to EBITDA ratio of -0.21x, meeting both performance conditions. The MD & CEO and eligible Executive KMP were assessed as meeting required behavioural and conduct standards under Our Bond and our Code of Conduct. As a result, the FY2022 LTI Alignment Rights vested in full in September 2024 (FY2025).

The FY2023 LTI Alignment Rights, granted in December 2022, were tested at the end of the performance period on 30 June 2025. A three-year average ROIC of 10.9 per cent and average net debt to EBITDA ratio of -0.16x, met both performance conditions. Subject to service and behavioural requirements being met, the award is expected to vest in full in September 2025. Performance outcomes are summarised in section 4 of this report, with more details to be disclosed in the FY2026 Remuneration Report.

Looking ahead

In FY2026, we remain focused on ensuring our remuneration framework effectively supports BlueScope's long-term strategic goals. While no changes are anticipated to the remuneration framework in the year ahead, we will continue to monitor evolving workforce trends and regulatory developments to ensure our remuneration approach stays competitive, culturally aligned, and continues to retain and reward our highly skilled Executive KMP for delivering on the Group's long-term goals.

We remain confident that our remuneration framework supports the leadership needed to deliver sustainable shareholder value. On behalf of the Board and the Remuneration and Organisation Committee, thank you for your continued engagement and support.

As always, we welcome your feedback.



Rebecca Dee-Bradbury
Chair, Remuneration and Organisation Committee



Jane McAloon AM
Chair, BlueScope Steel Limited Board

Remuneration summary for FY2025 and FY2026

The following table provides a snapshot of the Key Management Personnel's (KMP) remuneration arrangements and incentive outcomes for FY2025. It also provides a view of their anticipated remuneration arrangements for FY2026. Full details of these arrangements are presented in the rest of this Remuneration Report.

	FY2025			FY2026	
MD & CEO remuneration					
Total Fixed remuneration (TFR)	\$2,015,100 (No change from FY2024)			\$2,015,100 (No change)	
Short term incentive (STI)	Target opportunity	Maximum opportunity	Actual award	Target opportunity	Maximum opportunity
	\$895,600 (44% of TFR)	\$1,343,400 (67% of TFR)	\$518,552 (26% of TFR)	No changes anticipated.	
	The Board exercised discretion to reduce the actual award from 35% of TFR to 26% of TFR, considering the impairment of BCP. Mr. Vassella elected to receive 100 per cent of his FY2025 STI award in Share Rights, which are subject to malus and clawback provisions.			Mr. Vassella has elected to receive 100 per cent of his FY2026 STI award in Share Rights. Share Rights are subject to malus and clawback provisions.	
Long term incentive (LTI)	Maximum opportunity	Value of FY22 LTI vesting¹		Maximum opportunity	
	\$2,015,100 (100% of TFR)	\$1,673,942 (83% of TFR)		No changes anticipated.	
Other Executive KMP					
Total Fixed remuneration (TFR)	Average TFR as at 30 June 2025²			Average TFR as at 1 July 2025	
	\$992,453			No changes anticipated.	
	TFR increased by 3.0 per cent, effective 1 September 2024, except for Ms. Keast (who received an increase of 8.0 per cent reflecting the size and complexity of the North American business and market benchmarks) and Mr. Zhang (who received an increase of 2.0 per cent, recognising the previous uplift to his TFR when he gained responsibility for the China business).				
Short term incentive (STI)	Average target opportunity²	Average Maximum opportunity²	Average actual award²	Average target opportunity	Average Maximum opportunity
	\$347,359 (35% of TFR)	\$521,038 (52.5% of TFR)	\$276,736 (28% of TFR)	No change from FY2025	
	Mr. Fallu elected to receive 100 per cent of his FY2025 STI award in Share Rights.				
Long term incentive (LTI)	Average maximum opportunity²	Average FY22 LTI vesting^{1,2}		Average maximum opportunity	
	\$645,095 (65% of TFR)	\$473,657 (48% of average TFR)		No changes anticipated.	
Non-executive Director fees					
Board and Board Committee fees	No change from FY2024. However, cash fees decreased by 0.5 per cent in July 2024 to absorb the corresponding Superannuation Guarantee Contribution (SGC) rate increase from 11.0 per cent to 11.5 per cent. This resulted in overall fees remaining unchanged.			No change from FY2025. However, cash fees decreased by 0.5 per cent in July 2025 to absorb the corresponding SGC rate increase from 11.5 per cent to 12.0 per cent. This resulted in overall fees remaining unchanged.	

1. The FY2022 LTI (Alignment Rights) grant was tested on 30 June 2024 resulting in 100% of the grant vesting. The value of the grant that vested has been calculated using the BlueScope share price of \$20.40 at the date of vesting (being 3 September 2024). Alignment Rights are subject to malus and clawback provisions.

2. Mr. Zhang's and Mr. Davies' TFR levels, and STI and LTI opportunities were converted using an average exchange rate of 1 AUD: 0.8582 SGD and 1 AUD: 1.0964 NZD respectively for the year.

BlueScope's approach to remuneration

BlueScope's remuneration framework is designed to drive sustainable performance and long-term value creation for its shareholders across all phases of the industry cycle, whilst being cost effective and motivating for our highly experienced Executive KMP. It seeks to:

- reward for consistent strong financial performance, including investment returns, and balance sheet health over the long term.
- reward for non-financial performance that is important for BlueScope, including:
 - promoting a safe and healthy work environment, ensuring employees have the tools and support to do their work without harm.
 - reducing our environmental impact and investing in new technologies that create a sustainable and responsible business.
 - fostering a diverse¹ and inclusive work environment where everyone is remunerated fairly for what they do.
 - executing strategic initiatives like digital transformation, enhancing manufacturing capabilities and leadership succession.
 - growing the business organically and inorganically in a thoughtful and sustainable manner.
- fairly and transparently reward Executive KMP for performance that is within their control, independent of macroeconomic influences.
- align the interests of Executive KMP with those of shareholders through a strong emphasis on equity ownership and minimum shareholding requirements.

Executive KMP fixed remuneration is set at or slightly above the market median. In contrast, STI and LTI opportunities are set below market median. This is balanced by the LTI (Alignment Rights) Plan which is designed to vest more often than conventional LTI plans, resulting in realised pay which aligns with the market median.

The LTI (Alignment Rights) Plan performance hurdles are set at threshold levels representing the minimum performance expectations that will deliver shareholder returns across the industry cycle. Cliff vesting ensures that Executive KMP are not rewarded for macroeconomic-driven windfalls that are beyond their control.

For more information on the Remuneration Framework, refer to Section 3 on pages [54-55](#).

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1. When we talk about a diverse work environment, or diversity at BlueScope, we are referring to all the ways that our people are unique - our backgrounds, experiences, skills, personal identities and viewpoints. Diversity is about welcoming and respecting these differences including in thought, approach, ability and knowledge, and reflecting the values outlined in Our Bond.

Contents

1	FY2025 Key Management Personnel	51
2	Remuneration Governance	52
3	Remuneration Overview	54
4	Group Performance and Reward Outcomes	56
5	Executive KMP Remuneration	62
6	Non-executive Director Fees	67
7	Statutory Remuneration Disclosures	69

1. FY2025 Key Management Personnel

This Remuneration Report has been prepared in accordance with the requirements of Section 300A of the Corporations Act 2001 for the Company and its consolidated entities ('BlueScope' or 'Group') for the year ended 30 June 2025. The information provided in this Remuneration Report has been audited as required by Section 308(3C) of the Corporations Act 2001. This Remuneration Report forms part of the Directors' Report.

1.1 List of KMP

The following people were KMP for the full reporting period, for the year ended 30 June 2025.

Name	Position	Location
Executives		
Mark Vassella	Managing Director & Chief Executive Officer (MD & CEO)	Australia
Tania Archibald	Chief Executive, Australian Steel Products	Australia
Robin Davies	Chief Executive, New Zealand and Pacific Islands	New Zealand
David Fallu	Chief Financial Officer	Australia
Kristie Keast	Chief Executive, North America	United States of America
Connell Zhang	Chief Executive, NS BlueScope and China	Singapore
Non-executive Directors		
Jane McAloon AM	Board Chair	Australia
Peter Alexander	Non-Executive Director	United States of America
Kathleen Conlon	Non-Executive Director	Australia
Ewen Crouch AM	Non-Executive Director	Australia
Rebecca Dee-Bradbury	Non-Executive Director	Australia
Alistair Field	Non-Executive Director	Australia
K'Lynne Johnson	Non-Executive Director	United States of America
Jennifer Lambert	Non-Executive Director	Australia
ZhiQiang Zhang	Non-Executive Director	China

2. Remuneration Governance



The Remuneration and Organisation Committee advises the Board on the Group’s remuneration policies, framework and practices.

2.1 Remuneration and Organisation Committee Responsibilities

The Remuneration and Organisation Committee ensures BlueScope’s remuneration strategy aligns with the Group’s strategic objectives, risk profile, regulatory obligations, shareholder interests, and market developments. Its core responsibilities include:

- reviewing and monitoring the Group’s remuneration policies, governance processes and framework, and recommending changes to the Board where required.
- recommending (for the MD & CEO) and approving remuneration arrangements for other Executive KMP, ensuring they are market-competitive and cost-effective.
- recommending (for the MD & CEO) and approving incentive outcomes for other Executive KMP, ensuring they align with BlueScope’s results, culture and behavioural expectations as well as shareholder value creation.
- exercising discretion to adjust remuneration outcomes based on business performance, risk, other internal and external factors and governance considerations, where appropriate.
- reviewing and monitoring the Group’s people policies and practices, including Executive KMP succession planning, culture and engagement, and social impact.

2.2 Board discretion, risk and other adjustments

To ensure remuneration outcomes reflect BlueScope’s risk appetite and compliance with regulatory and governance standards, the Committee works closely with the Chairs of the Risk and Sustainability Committee and the Audit Committee.

The Board and the Remuneration and Organisation Committee retain full discretion to adjust Executive KMP incentive outcomes to ensure alignment with Group and individual performance, accountability, and shareholder expectations, ensuring compliance, reputation and other matters that may come to light are appropriately factored into remuneration decisions. Adjustments may involve reducing current or future incentive awards or applying malus and clawback provisions in cases of financial misstatement, misconduct, or reputational harm. Where an investigation has commenced into a risk or conduct-related matter that may result in forfeiture, malus or clawback, BlueScope may defer the payment, vesting and/or release of equity or cash payment to allow for the investigation to be completed. Incentive awards may be reduced (to nil) or recovered to safeguard BlueScope’s financial and reputational integrity.

2.2.1 Application of adjustments in FY2025

Considering Group and individual performance during FY2025, the MD & CEO’s FY2025 STI payment would have been equal to **77.9** per cent of his target STI opportunity (**51.9** per cent of his maximum STI opportunity) (see section 4.4 for more detail). However, the Board exercised its discretion to reduce the MD & CEO’s actual FY2025 STI award to **57.9** per cent of his target STI opportunity (**38.6** per cent of his maximum STI opportunity) in recognition of the \$439 million impairment of the BCP business.

The impairment reflects the poor performance, and the time being taken to integrate the assets and deliver on our expectations. Although this is disappointing, we continue to invest in the turnaround of the business and in FY2025 there has been significant uplift in operating reliability, asset performance and customer engagement. BCP remains core to our North American integration strategy and underpins our planned launch of COLORBOND® steel.

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2.3 External advisers

The Committee may seek expert advice to support its duties. No remuneration recommendations, as defined under the Corporations Act 2001 (Cth), were provided in relation to KMP remuneration during FY2025.

2.4 Securities Trading Policy

BlueScope's Securities Trading Policy governs how employees and Directors may deal in the Company's securities.

Under the Policy, and as required by law, all Directors and employees are prohibited from trading in BlueScope shares at any time if they are aware of any market sensitive information that has not been made public. The Policy restricts trading in BlueScope securities during non-trading periods and when in possession of market-sensitive information. Additional controls apply to Directors and other designated individuals. The policy also prohibits transactions that hedge the economic risk of unvested equity awards, reinforcing long-term alignment with shareholder outcomes.

BlueScope's Securities Trading Policy is available from www.bluescope.com/investor-resource-library.

2.5 Our Bond and our Code of Conduct

Our Bond and our Code of Conduct, 'How We Work', set clear expectations for ethical and professional conduct across the organisation. They reinforce our values, guide behaviour, and underpin our remuneration framework. Adherence to Our Bond and our Code of Conduct is a prerequisite for payments and equity vesting under all incentive plans and reflects our commitment to integrity, accountability, and responsible leadership.

During FY2025, the Board (for the MD & CEO) and the MD & CEO (for other Executive KMP), in conjunction with the Remuneration and Organisation Committee, assessed the Executive KMP behaviours and conduct against Our Bond and our Code of Conduct. All Executive KMP were deemed to have behaved and conducted themselves in accordance with these standards.

BlueScope's Code of Conduct Policy 'How We Work' is available on [BlueScope's website](http://www.bluescope.com).

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3. Remuneration Overview

3.1 Remuneration framework and principles

Our remuneration objective and principles guide the design of our remuneration framework. Our remuneration framework is structured to attract and retain capable and experienced people to support the delivery of BlueScope's strategy and value to our shareholders.

Objective	To pay fairly for delivering on our strategy, and to create value over time in the eyes of internal and external stakeholders.				
Principles	 Owners Encourages our people to behave like owners	 Strategy Enables the delivery of BlueScope's strategy	 Retention Retains top talent and skills	 Fair Feels fair over the industry cycle for all stakeholders	 Simple The remuneration framework can be easily explained

3.2 Executive KMP remuneration approach

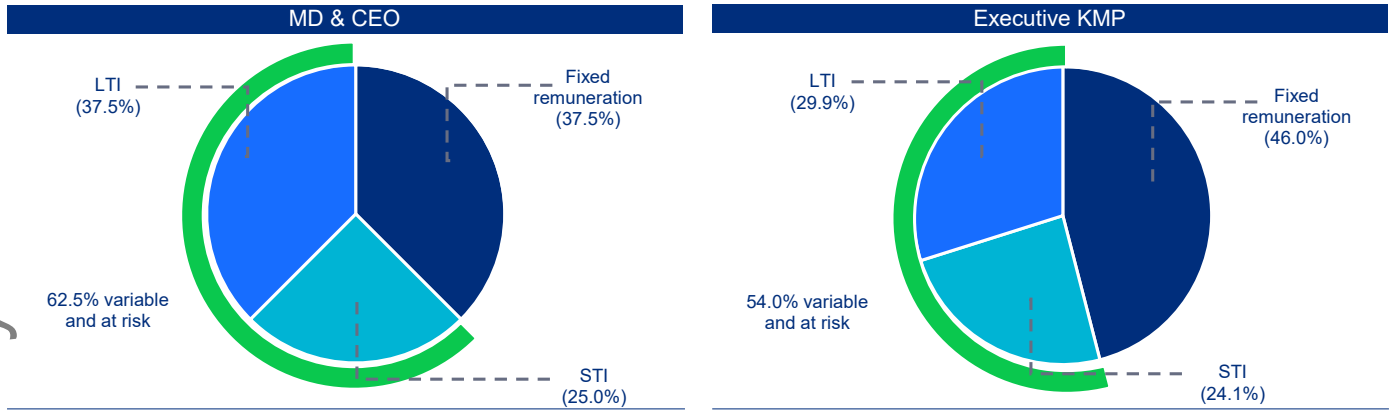
	Element	Description	Measures and Timeframe	Link to Strategy and Shareholder Alignment
PERFORMANCE BASED REMUNERATION 3 YEARS	FIXED 1 YEAR Fixed remuneration	Cash - base salary, salary sacrificed benefits and superannuation /pension. Set at or slightly above the market median. Compensates Executive KMP for performing their roles & responsibilities, and recognises their skills and experience.	N/A	✓ Attraction and retention of skilled and experienced Executive KMP. ✓ Market competitive and fair over the industry cycle for all stakeholders.
		Short Term Incentive (STI) Annual cash incentive - based on the achievement of key Group, business unit and individual short-term performance targets, linked to the long-term Group corporate plan. Target and maximum opportunity set below the market median. ¹ Executive KMP may elect to take all or a portion of their potential STI payment in equity.	Values gateway: <ul style="list-style-type: none"> Executive KMP must behave in line with Our Bond and Code of Conduct. Objectives: <ul style="list-style-type: none"> 50 per cent financial. 10 per cent safety. 15 per cent environment, social and governance (ESG). 25 per cent strategic. 	✓ Rewards for the achievement of strategic priorities linked to the long-term Group corporate plan. ✓ Fosters sustainable, responsible performance and growth, enhancing long-term shareholder value. ✓ Retains high-performing and experienced Executive KMP who are essential to executing strategy and delivering shareholder returns.
	Long Term Incentive (LTI) Long-term equity (Alignment Rights) grant - based on the achievement of balance sheet and return-based measures. Opportunity is set below the market median, offset by the increased likelihood of vesting. ¹	Values gateway <ul style="list-style-type: none"> Executive KMP must behave in line with Our Bond and Code of Conduct. Performance conditions: <ul style="list-style-type: none"> Minimum 10 per cent rolling three-year average underlying ROIC. Average net debt to EBITDA ratio of less than 1.3x over three years. Service condition: <ul style="list-style-type: none"> Executive KMP must remain employed up to and including the vesting date (subject to limited exceptions). 	✓ Aligns with shareholders' interests through Executive KMP equity ownership. ✓ Drives long-term performance, growth and value creation. ✓ Encourages our Executive KMP to behave like owners.	

1. The current Executive remuneration structure was set in 2018. Each Executive KMP's STI and LTI opportunities were reduced in value, offset by the current LTI (Alignment Rights) structure which has an increased likelihood of vesting through the industry cycle.

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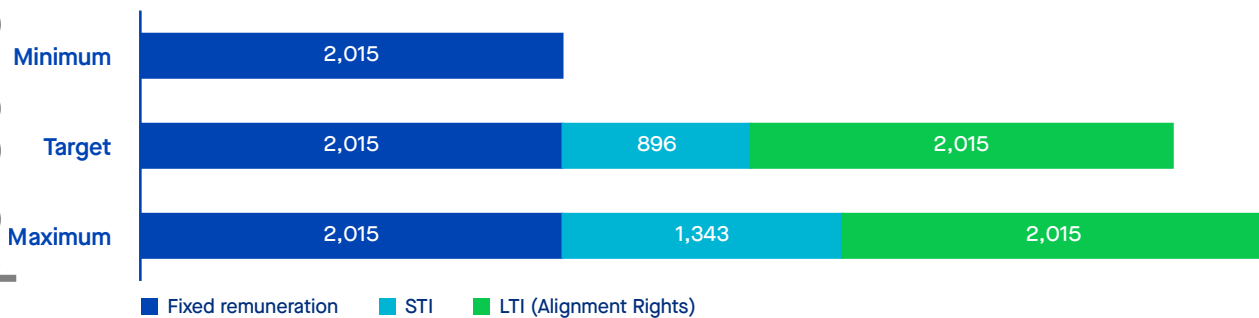
3.3 Executive KMP remuneration mix

The following graphs show the MD & CEO and other Executive KMP pay mixes at maximum opportunity. The actual STI payments and LTI (Alignment Rights) grants that may vest are subject to performance against pre-determined targets and may differ to what has been shown in the graphs. The significant weighting towards at-risk variable remuneration and equity, combined with the minimum shareholding requirements, means Executive KMP are encouraged to act like owners and their remuneration outcomes are directly aligned with the shareholder experience.



3.4 Range of possible remuneration outcomes

As actual business and individual performance over the performance period determines reward outcomes, the total remuneration received by Executive KMP each year will vary. Actual remuneration outcomes can also vary, depending on BlueScope's share price. The diagram below illustrates the range of possible remuneration outcomes for the MD & CEO.



Under the **Minimum** scenario, no STI is paid (STI targets have not been achieved) and LTI (Alignment Rights) do not vest (all Alignment Rights are forfeited). The MD & CEO would only receive fixed remuneration inclusive of superannuation of \$2.015 million per annum.

Under the **Target** scenario, STI targets have been achieved and STI is paid out at target levels (i.e. 44 per cent of fixed remuneration). LTI (Alignment Rights) vest in full (the vesting value assumes no changes in share price between the grant date and the vesting date).

To receive the **Maximum** outcome, BlueScope would need to achieve stretch performance targets resulting in a maximum STI award of 67 per cent of fixed remuneration. LTI (Alignment Rights) vest in full (the vesting value assumes no changes in share price between the grant date and the vesting date).

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4. Group Performance and Reward Outcomes

4.1 Summary of BlueScope's performance

A snapshot of BlueScope's key statutory performance for the past five financial years is set out below:

	FY2021	FY2022	FY2023	FY2024	FY2025
Underlying NPAT (\$M)	1,166	2,701	1,099	861	421
Underlying EBIT (\$M)	1,724	3,787	1,608	1,339	738
Share price at beginning of period (\$)¹	11.69	22.96	15.90	20.55	20.43
Share price at end of period (\$)¹	21.96	15.90	20.55	20.43	23.11
Dividends per ordinary share paid (cents)	50	50	50	55	60
Buy-backs (\$M)²	0	650.6	272.3	323.3	30
Reported earnings per share (cents)	237.0	571.5	217.4	180.0	19.1
Underlying EBIT ROIC	24.8%	41.6%	14.6%	11.9%	6.2%
Annual total shareholder return³	89%	(25%)	33%	2%	16%
MD & CEO STI award (% of maximum)	97.6%	82.0%	88.9%	66.2%	38.6%
3-year average annual ROIC	17.3% (FY19 - FY21)	24.7% (FY20 - FY22)	27.0% (FY21 - FY23)	22.7% (FY22 - FY24)	10.9% (FY23 - FY25)
3-year total shareholder return³	31.0% (FY19 - FY21)	39.0% (FY20 - FY22)	90.0% (FY21 - FY23)	1.7% (FY22 - FY24)	56.9% (FY23 - FY25)
Alignment Rights Vesting (performance period)	✓ (FY19 - FY21)	✓ (FY20 - FY22)	✓ (FY21 - FY23)	✓ (FY22 - FY24)	✓ (FY23 - FY25)

1. Not adjusted for dividend and/or capital gain distributions.

2. Value of shares purchased during period.

3. TSR is calculated as the share price at the end of the period multiplied by the Cumulative Dividend Factor divided by the share price at the beginning of period and assumes that dividends are reinvested on the payment date.

4.2 Executive KMP behavioural assessment against Our Bond and Code of Conduct

At the end of FY2025, the Board rigorously and formally assessed the MD & CEO's behaviours and conduct against Our Bond and Code of Conduct. The Board agreed that the MD & CEO demonstrated behaviours and conduct that was aligned with BlueScope's expectations.

The MD & CEO also rigorously and formally assessed each Executive KMP's behaviours against the same criteria. Once again, the MD & CEO was satisfied that the Executive KMP behaviours and conduct were aligned with his and BlueScope's expectations.

4.3 STI Scorecard outcomes









The FY2025 Group (MD & CEO) STI scorecard objectives were weighted equally between financial and non-financial objectives, aligned with BlueScope's strategy and long term Group corporate plan. For FY2025 the non-financial objectives included safety (10 per cent weighting, with a no fatalities gateway), ESG (15 per cent weighting) and strategy (25 per cent weighting), reflecting key priorities, including workplace safety, climate impact reduction, and sustainable growth.

The FY2025 Executive KMP STI scorecards were set with reference to the Group (MD & CEO) STI Scorecard and reflected the same categories and weightings, balancing Group objectives with business unit-specific priorities.

The Board's assessment of the MD & CEO's performance would have resulted in an STI award equal to **77.9** per cent of his target STI opportunity (**51.9** per cent of his maximum STI opportunity). However, considering the impairment of the BCP business, the Board exercised its discretion to reduce Mr Vassella's FY2025 STI award to **57.9** per cent of his target STI opportunity (**38.6** per cent of his maximum STI opportunity). Other Executive KMP awards ranged from **57.1** to **93.0** per cent of their target STI opportunities (**38.0** to **62.0** per cent of their maximum opportunities) demonstrating differentiated performance across the team and businesses.

4.4 MD & CEO STI Scorecard

The FY2025 MD & CEO STI scorecard, including performance outcomes and commentary, is set out below.

Measure	Target Weighting	Performance Targets			FY2025 Outcome	Commentary	
		Threshold	Target	Stretch			
BlueScope Financials	50%				18.5%		
Underlying ROIC Drive earnings growth and targeted returns on capital invested.	35%		6.0%	8.1%	10.1%	18.5%	Group underlying ROIC of 6.2%. This was primarily driven by lower steel prices and US steel spreads, as well as lower despatches and margins across the Buildings and Coated Products North America and New Zealand and Pacific Islands businesses.
Free cash flow Maximise free cash flow from operations.	15%		\$484M	\$605M	\$726M	0%	Free cash flow of \$480M ¹ . Lower than the prior financial year on softer earnings and higher capital expenditure.
Safety (Gateway of No Fatalities)	10%				5.0%		
Total Recordable Injury Frequency Rate (TRIFR) Operate a safe work environment.	5%		<=8.0	7.0	<=6.6	0%	The TRIFR result of 8.5 did not meet threshold, although the result was an improvement on FY2024 (9.1). It remains above the long term target range of 5-7.
Health, Safety and Environment (HSE) Risk Control Improvement Projects Completed Implement safety controls that promote a safe work environment.	5%		95%	100%	100% + TRIFR <=6.6	5.0%	Good progress made in the year with 100% of the 192 committed risk control improvement projects completed.
Environmental, Social & Governance	15%				15.0%		
Percentage reduction in Group steelmaking Scope 1 & 2 greenhouse gas emission intensity from 2018 baseline Reduce climate impact from steelmaking activity.	5%		11.0%	12.7%	15.0%	7.8%	Achieved 14% ² GHG emissions reduction since FY2018. The change from FY2024 performance was largely driven by a relative increase in the contribution of raw steel tonnes produced from North Star to the BlueScope total and a decrease in the North Star electricity grid Scope 2 emission factor.
Percentage reduction in non-steelmaking emission intensity from 2018 baseline Reduce climate impact from non-steelmaking activity.	2.5%		9.5%	13.5%	17.5%	2.2%	Non-steelmaking emissions intensity has reduced by approximately 12% ² since FY2018, largely driven by the delivery of emission reduction projects.
Progress climate-related strategic initiatives Progress key climate impact reduction initiatives.	2.5%		Threshold	Target	Stretch	5.0%	Substantial progress made on a number of projects including the Electric Arc Furnace in New Zealand, Project NeoSmelt and DRI options study in Australia.
Gender diversity Increase gender diversity in recruitment across all roles.	5%		30%	40%	43%	0%	Achieved 29.9% gender diversity in recruitment across all roles, which was below the threshold of 30%.

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Measure	Target Weighting	Performance Targets			FY2025 Outcome	Commentary
		Threshold	Target	Stretch		
Individual Strategic Objectives	25%				39.4%	
Execute on BlueScope's Strategic Plan Execute on FY2025 strategic priorities.	5%		10.0%		10.0%	Significant progress has been achieved in delivering on BlueScope's strategic objectives with investor support for priorities.
Organic growth Pursue organic growth opportunities in line with the strategic plan.	2.5%		2.5%		2.5%	Organic growth opportunities progressed in line with the long term corporate plan.
Inorganic growth Assess and act on inorganic growth opportunities that create value for BlueScope.	2.5%		1.9%		1.9%	Inorganic growth opportunities continue to be assessed with identification and progression of key opportunities.
People Executive succession, culture and talent management.	10%		15.0%		15.0%	Executive succession plans in place and regularly interrogated by the Board. Key new executive appointments made during the year (Chief Legal Officer, Head of Property and Chief Executive, Climate Change and Sustainability).
Technology Advance technology strategy, security, performance and innovation.	5%		10.0%		10.0%	Global technology, data and cyber security and resilience strategies and roadmaps well progressed, continuing the delivery of a modernised and adaptive BlueScope technology stack.
	100%				77.9%	Equates to 52.0% of the maximum opportunity
Adjustment, considering the BCP write-down					-20.0%	
Final FY2025 STI award					57.9%	Equates to 38.6% of the maximum opportunity

1. For STI purposes, the free cash flow targets and actual result have been adjusted to remove the Blast Furnace 6 Reline expenditure.
2. Preliminary data. Final emissions intensity figures will be published in BlueScope's FY2025 Sustainability Reporting that will be released in September 2025.

Whilst an overlay of a 20 per cent reduction was applied to the MD & CEO's FY2025 STI award, considering the impairment of the BCP business, the scorecard assessment results recognise and incorporate the performance of the BCP business during FY2025.

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4.5 Executive KMP STI Scorecard

Measure	Target Weighting	Performance Targets			FY2025 Outcome	Commentary
		Threshold	Target	Stretch		
BlueScope Financials	25% - 50%				9.2% - 18.5%¹	
Underlying ROIC	17.5% - 35%	6.0%	8.1%	10.1%	9.2% - 18.5%	Group underlying ROIC of 6.2%. This was primarily driven by lower steel prices and US steel spreads, as well as lower despatches and margins across the Coated products North America and New Zealand and Pacific Islands businesses.
Free cash flow	7.5% - 15%	\$484M	\$605M	\$726M	0%	Free cash flow of \$480M² . Lower than the prior financial year on softer earnings and higher capital expenditure.
Business Unit Financials	0% - 25%				0% - 28.9%¹	
Underlying ROIC	0% - 17.5%	Threshold	Target	Stretch	0% - 13.9%	Depending on the business unit, performance ranged from below threshold (0%) to 79% of target.
Free cash flow	0% - 7.5%	Threshold	Target	Stretch	0% - 15%	Depending on the business unit, performance ranged from below threshold to stretch.
BlueScope Safety (Gateway of No Fatalities)	10%				5%	
TRIFR	5%	<=8.0	7.0	<=6.6	0%	The TRIFR result of 8.5 did not meet threshold, although the result was an improvement on FY2024 (9.1). It remains above the long term target range of 5-7.
HSE Risk Control Improvement Projects Completed	5%	95%	100%	100% +TRIFR <=6.6	5%	Good progress made in the year with 100% of the 192 committed risk control improvement projects completed.
Environmental, Social & Governance	15%				15.6% - 18.6%¹	
Percentage reduction in Group steelmaking Scope 1 & 2 greenhouse gas emission intensity from 2018 baseline	5%	11.0%	12.7%	15.0%	7.8%	Achieved 14%³ GHG emissions reduction since FY2018. The change from FY2024 performance was largely driven by a relative increase in the contribution of raw steel tonnes produced from North Star to the BlueScope total and a decrease in the North Star electricity grid Scope 2 emission factor.
Business Unit Climate Objective	5%	Threshold	Target	Stretch	3.8% - 10.0%	Business unit climate objectives included non-steelmaking emissions reduction targets, sustainability performance and stakeholder management. Outcomes ranged from just below target to stretch.
Gender diversity	5%	30%	40%	43%	0% - 4.5%	Business units continued to focus on recruitment as a key enabler to achieve our goal of reflecting the communities in which we operate. We continued to make good progress in FY2025.
4. Individual Strategic Objectives	25%	Threshold	Target	Stretch	25.0% - 47.5%¹	
Total	100%				57.1% - 93.0%¹	Equates to 38.0% - 62.0% of maximum

1. The total low and high points in the ranges for each STI Scorecard category (and overall total) may not directly equate to the sum of the low and high points in the ranges within each measure. This is because different Executive KMP have been assessed at either the low or high point of the range across different measures.
 2. For STI purposes, the free cash flow targets and actual result includes an adjustment for the Blast Furnace 6 Reline project.
 3. Preliminary data. Final emissions intensity figures will be published in BlueScope's FY2025 Sustainability Reporting that will be released in September 2025.

FY2025 STI awards recognise and incorporate the performance of the BCP business during FY2025, where appropriate.

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4.6 Short Term Incentive (STI) outcomes

The FY2025 STI scorecard outcomes resulted in the individual STI awards for the MD & CEO and Executive KMP shown below.

Name		STI Maximum (\$)	% of maximum STI achieved %	% of maximum forfeited %	Value of cash STI (\$)	Value of equity STI ^{1,2} (\$)	Award as % of fixed pay %
Mr Vassella	FY2025	1,343,400	38.6%	61.4%	-	544,053	25.7%
	FY2024	1,343,400	66.2%	33.8%	-	905,474	44.1%
Ms Archibald	FY2025	577,817	62.0%	38.0%	358,089	-	32.5%
	FY2024	560,987	57.1%	42.9%	320,154	-	30.0%
Mr Davies	FY2025	385,683	38.0%	62.0%	146,745	-	20.0%
	FY2024	379,885	49.3%	50.7%	187,218	-	25.9%
Mr Fallu	FY2025	513,713	59.2%	40.8%	-	319,125	31.1%
	FY2024	391,096	63.8%	36.2%	249,442	-	33.5%
Ms Keast	FY2025	557,503	46.0%	54.0%	256,547	-	24.2%
	FY2024	516,206	84.3%	15.7%	435,063	-	44.2%
Mr Zhang	FY2025	570,474	55.8%	44.2%	318,121	-	29.3%
	FY2024	542,965	80.9%	19.1%	439,293	-	42.5%

1. The equity STI is granted in share rights in the first half of the plan year which vest in accordance with assessed performance against the STI objectives. The amounts shown in this column are based on the Fair Value grant date of 4 December 2024 of \$21.58 determined in accordance with AASB 2 Share-Based Payments multiplied by the number of instruments that will vest. Shares to fulfil the vesting of FY2025 STI share rights have been purchased on-market.

2. In FY2025 Mr Vassella and Mr Fallu elected for 100 per cent of the STI to be delivered in share rights.

4.7 Long-term Incentive (LTI) outcomes

The FY2022 LTI (Alignment Rights) grant (granted in December 2021), had three vesting conditions:

- Our Bond: individual assessment of the Executive KMP's conduct against Our Bond (a behavioural gateway).
- Underlying EBIT ROIC threshold: minimum of 10 per cent average over three years (FY2022, FY2023 and FY2024).
- Net debt to EBITDA ratio: less than 1.3x average over three years (FY2022, FY2023 and FY2024).

The underlying EBIT ROIC threshold reflects the long-term median performance of BlueScope's peer groups and broadly aligns with the Company's risk-adjusted cost of capital over the longer term. This ensures that Executive KMP and shareholder interests remain aligned across the business and industry cycle. No additional benefit is awarded for exceeding the threshold, preventing windfall gains during peak market conditions.

The FY2022 LTI (Alignment Rights) grant vested in full in September 2024, with the Board satisfied that outcomes appropriately reflect individual, business, and Group performance, and are aligned to the experience of shareholders and our people.

The FY2023 LTI (Alignment Rights) grant has the same behavioural, performance and service conditions as the FY2022 grant, with performance measured over three years between FY2023 and FY2025.

The FY2023 LTI (Alignment Rights) grant was tested on 30 June 2025. All Executive KMP demonstrated adherence to Our Bond (behavioural gateway) and our Code of Conduct, and their FY2023 (Alignment Rights) award will vest in full subject to continued employment up until the vesting date.

Grant (Performance period)	Performance measure	Result	Achieved Vesting & Timing
FY2022 (July 2021 to June 2024)	Minimum 3-year average ROIC of 10 per cent	22.7%	✓
	Average net debt to EBITDA ratio of less than 1.3x over 3 years	(0.21x)	✓
FY2023 (July 2022 to June 2025)	Minimum 3-year average ROIC of 10 per cent	10.9%	✓
	Average net debt to EBITDA ratio of less than 1.3x over 3 years	(0.16x)	✓

1. Shares to fulfil the September 2024 vesting of the FY2022 LTI (Alignment Rights) award were bought on-market during the year.

4.8 Realised pay

The table below outlines the actual remuneration received by Executive KMP during FY2025. This voluntary disclosure provides additional information to the statutory remuneration table in section 7.1 which is prepared in accordance with the Australian Accounting Standards.

Realised pay includes base salary, superannuation or pension contributions, and other benefits paid or payable for FY2025. It also captures the value of STI awards earned in the year (both cash and equity) and the value of LTI awards that vested based on performance to 30 June 2025.

Name	Year	Fixed remuneration ¹ (\$)	Other benefits ² (\$)	Share rights ³ (\$)	STI (cash) ⁴ (\$)	STI (equity) ⁵ (\$)	LTI ⁶ (\$)	Total (\$)
Mr Vassella	FY2025	2,015,100	70,187	-	-	582,626	2,731,694	5,399,607
	FY2024	2,004,623	1,292	-	-	883,843	1,676,404	4,566,162
Ms Archibald	FY2025	1,094,438	-	-	358,089	-	941,525	2,394,052
	FY2024	1,062,988	-	-	320,154	-	575,084	1,958,226
Mr Davies	FY2025	731,344	488	-	146,745	-	613,663	1,492,240
	FY2024	719,768	7,697	-	187,218	-	400,694	1,315,377
Mr Fallu	FY2025	973,019	1,358	446,413	-	341,751	-	1,762,541
	FY2024	749,039	1,292	-	249,442	-	-	999,773
Ms Keast	FY2025	1,048,800	557,881	-	256,547	-	723,482	2,586,710
	FY2024	977,708	476,291	550,728	435,063	-	441,921	2,881,711
Mr Zhang	FY2025	1,083,067	429,089	418,547	318,121	-	845,687	3,094,511
	FY2024	1,013,262	456,514	492,285	439,293	-	479,717	2,881,071

1. Fixed Remuneration is salary inclusive of superannuation.

2. Other benefits includes Executive health checks, fringe benefits tax, benefits provided under the Company's relocation policy and spouse flights.

3. Represents sign-on equity that vested during FY2025. Sign-on value is equal to the number of rights vested multiplied by the closing price at the vest date (3 September 2024).

4. Amounts relating to performance in FY2025 which will be paid in cash in September 2025.

5. Amounts relating to performance in FY2025 which the Executive elected to take as equity (closing share price at end of performance period 30 June 2025 was \$23.11).

6. The FY2023 LTI award will vest in September 2025. LTI value is equal to the number of Alignment Rights vested multiplied by the closing price at the end of the performance period (30 June 2025).

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5. Executive KMP Remuneration

5.1 KMP remuneration details

Feature	
Fixed remuneration	Cash salary, superannuation / pension contributions.
Market positioning and peer benchmarking	<p>BlueScope regularly benchmarks Executive KMP remuneration against selected Australian and global peer groups to ensure competitiveness, considering BlueScope's size, complexity, and global footprint.</p> <p>Companies selected for Australian benchmarking are comparable in terms of:</p> <ul style="list-style-type: none"> • geographic diversity. • market capitalisation. • having their main manufacturing or logistics operations in Australia. • operating in the building and construction sectors. • employee numbers. <p>For roles based outside of Australia, Executive KMP remuneration is benchmarked against local peers in key markets, particularly in the US, Asia, and New Zealand. Global peers are companies of similar scale operating in the steel and materials sector. This ensures BlueScope can attract and retain local talent in markets where BlueScope operates.</p>
FY2025 Australian peer group companies	<ul style="list-style-type: none"> • AGL Energy Ltd • ALS Ltd • Ampol Ltd • Aurizon Holdings Ltd • Brambles Ltd • Downer EDI Ltd • Fletcher Building Ltd • Incitec Pivot Ltd • Lendlease Group • Orica Ltd • Origin Energy Ltd • Qantas Airways Ltd • Qube Holdings • Seven Group Holdings Ltd • South32 Ltd • Worley Ltd
FY2025 International peer group companies	<ul style="list-style-type: none"> • Alcoa Corporation • Alpha Metallurgical Resources Inc. • ATI Inc • Carpenter Technology Corporation • Century Aluminum Company • Cleveland-Cliffs Inc. • CMC • Compass Minerals International, Inc • Kaiser Aluminum Corporation • Materion Corporation • Nucor Corporation • Olympic Steel, Inc. • Radius Recycling, Inc. • Ryerson Holding Corporation • Steel Dynamics, Inc. • SunCoke Energy, Inc. • Worthington Steel, Inc.
Minimum shareholding requirement	<p>BlueScope's remuneration framework encourages Executive KMP to behave like owners of the business. The Board believes that the interests of all Executive KMP should be closely aligned with those of shareholders through exposure to BlueScope's share price. To promote this, BlueScope operates a Minimum Shareholding Policy which applies to Executive KMP.</p> <p>Under this Minimum Shareholding Policy, Executive KMP are expected to build their BlueScope shareholding over a five-year period from appointment to their executive role. The Remuneration and Organisation Committee regularly monitors Executives KMP shareholdings and puts in place plans to ensure that the Executive KMP will meet their minimum shareholding requirements in the required time.</p> <p>The minimum shareholding requirement for the MD & CEO is 200% of his fixed remuneration and for other Executive KMP it is 100% of their fixed remuneration.</p>

5.2 Employment agreements

The following table summarises key features of the Executive KMP employment contracts. Each Executive KMP is subject to post-employment restraint obligations intended to protect BlueScope's business interests. No additional consideration is payable in respect of these restraints beyond the contractual entitlements expressly provided under their respective contracts.

Role	Term of agreement	Notice period required to be provided by the Executive KMP	Notice period required to be provided by BlueScope	Termination benefits in the event of retrenchment or mutual separation
MD & CEO	Open-ended	12 months	12 months	12 months fixed remuneration
Other Executive KMP	Open-ended	6 months	6 months	12 months fixed remuneration

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5.3 Short-term Incentive (STI)

For more information on the STI outcomes, refer to Section 4.

Feature	Rationale			
Purpose	To reward for achieving annual financial and non-financial performance objectives, aligned to the longer term Group corporate plan.			
Opportunity	STI opportunities are intentionally set below the median of our peer group, consistent with our remuneration philosophy and strategy.			
		Target (% of fixed remuneration)		Maximum (% of fixed remuneration)
	MD & CEO	44.4%		66.7%
	Other Executive KMP	35.0%		52.5%
Performance assessment	Performance is assessed annually by the Board for the MD & CEO and the MD & CEO and Remuneration and Organisation Committee for other Executive KMP.			
	<p>Behavioural Gateway - Our Bond and Code of Conduct Executive KMP must demonstrate behaviours and conduct consistent with Our Bond and Code of Conduct. The assessment is conducted by the Board (for the MD & CEO) and by the MD & CEO, in conjunction with the Remuneration and Organisation Committee, for other Executive KMP. STI awards may be reduced or forfeited if conduct expectations are not met.</p> <p>Financial outcomes are independently verified by the Audit Committee. Discretion may be applied to ensure STI awards appropriately reflect business outcomes and the shareholder experience.</p>			
Performance measures	Financial (50%)		Non-financial (50%)	
			Safety (10%) (No fatality gateway)	Environment, Social and Governance (ESG) (15%)
	Return on Invested Capital (ROIC) (35%)	Total Recordable Injury Frequency rate (5%)	Reduction in Scope 1 and 2 steelmaking greenhouse gas emissions intensity (5%)	Delivery of strategic initiatives
	Free cash flow from operations (15%)	Completion of committed health, safety and environment (HSE) risk control improvement projects (5%)	Reduction in Scope 1 and 2 non-steelmaking greenhouse gas emissions intensity (5%) Diversity (5%)	Organic growth Inorganic growth opportunities People Technology
	Non-financial measures are in line with BlueScope's strategy, focusing strongly on sustainable long-term success and BlueScope's future growth. These measures were chosen by the Board considering the Group's long-term corporate plan and input from investors and other stakeholders.			
	At the start of the financial year, the Board sets performance measures for the MD & CEO, and the MD & CEO and Remuneration and Organisation Committee set and approve these for other Executive KMP, reflecting BlueScope's key priorities for the year. Each performance measure has corresponding threshold, target and stretch performance levels. The threshold performance level marks the minimum performance for a payment to be generated, while the stretch performance level determines the maximum payout for that measure. Targets are designed to be challenging yet motivating.			
	For more information on STI scorecard outcomes, refer to Sections 4.3-4.6.			
Payment	Executive KMP may elect to take 0, 50 or 100 per cent of their STI payment in share rights. The balance is paid in cash.			
Equity share rights	Where an Executive KMP elects to receive their STI award in equity, share rights are granted using a face value methodology, based on BlueScope's volume weighted average share price (VWAP) over the three months to 31 August at the beginning of the performance period. No amount is payable by participants on exercise of the award. Each vested share right entitles a participant to one fully paid ordinary BlueScope share, subject to meeting time and service conditions. No dividends are payable on Share Rights.			
	Executive KMP are granted the maximum STI opportunity in share rights at the beginning of the performance period. At the end of the period, some share rights may lapse based on the actual STI performance outcomes.			
	For FY2025, the MD & CEO and CFO elected to receive 100 per cent of their STI awards in share rights. The MD & CEO has also elected to receive 100 per cent of his FY2026 STI award in share rights.			
Exercise and Expiry	Share rights are exercised automatically on vesting.			
Change of control	The Board may permit share rights to vest if a takeover bid is made to acquire the whole of the issued ordinary share capital of BlueScope or a transaction is announced by BlueScope which, if implemented, would result in a person owning all of the issued shares in BlueScope. BlueScope must permit the share rights to vest if a person acquires more than 50 per cent of the issued share capital provided that the Board determines that the performance hurdles have been satisfied as assessed at that time having regard to the shorter performance period.			

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5.4 Long-term Incentive (LTI)

For more information on the LTI outcomes, refer to Section 4.

Feature	Rationale																																		
Purpose	To drive sustainable, long-term value creation through the industry cycle. It aligns Executive KMP interests with those of shareholders through equity ownership and strategic performance conditions.																																		
Opportunity	Participant																																		
	Maximum opportunity (% of fixed remuneration)																																		
	MD & CEO	100%																																	
	Other Executive KMP	65%																																	
Grant	LTI awards are granted using a face value methodology. The number of Alignment Rights granted is calculated by dividing BlueScope's volume weighted average share price (VWAP) over the three months to 31 August at the beginning of the performance period. No amount is payable by participants on exercise of the award. The Alignment Rights are specifically designed for the cyclical nature of our industry and share price volatility. The allocation methodology, using a three month VWAP, smooths out much of the share price variation.																																		
Instrument	Each Alignment Right entitles a participant to one fully paid ordinary BlueScope share, subject to meeting behavioural, time and performance conditions. No dividends are payable on Alignment Rights.																																		
Vesting conditions	Vesting is subject to the following conditions: Behavioural Gateway - Our Bond and Code of Conduct Executive KMP must demonstrate behaviours and conduct consistent with Our Bond and Code of Conduct. The assessment is conducted by the Board (for the MD & CEO) and by the MD & CEO, in conjunction with the Remuneration and Organisation Committee, for other Executive KMP. Performance conditions <ul style="list-style-type: none"> Minimum 10 per cent rolling three-year average underlying EBIT ROIC threshold Net debt to EBITDA ratio of less than 1.3X <p>If both conditions are met, 100 per cent of the Alignment Rights will vest. If either condition is not met, the award is forfeited in full.</p> <p>A threshold ensures that minimum acceptable performance conditions are met across the industry cycle before any benefit is received from the Alignment Rights (it protects shareholders during the low points in the industry cycle). Maximum vesting at threshold ensures that there is no additional benefit when macroeconomic conditions result in strong performance conditions which would unduly benefit participants. It is important to note that, even though maximum vesting levels occur if threshold performance levels are met, the actual maximum LTI opportunities remain below peer group company levels in value.</p>																																		
Rationale for ROIC	ROIC is a key value driver in a capital-intensive business such as BlueScope's and is the appropriate measure to assess the efficiency of BlueScope's use of assets and equity. A 10 per cent rolling three-year threshold aligns with performance relative to industry peers and is intended to broadly be in line with BlueScope's cost of capital over the industry cycle. While a ROIC measure is used in both the STI and the LTI (Alignment Rights) plans, the STI plan focuses on rewarding for the achievement of shorter-term capital projects and investment returns and the LTI (Alignment Rights) Plan focuses on rewarding for longer-term capital projects that will generate returns over the long term. The ROIC threshold represents the minimum acceptable level of ROIC performance. However, the organisation targets and has outperformed this threshold since FY2017 as can be seen in the graph below.																																		
	<table border="1"> <caption>ROIC Performance Data (FY10 to FY25)</caption> <thead> <tr> <th>Fiscal Year</th> <th>ROIC (%)</th> </tr> </thead> <tbody> <tr><td>FY10</td><td>9.3%</td></tr> <tr><td>FY11</td><td>1.6%</td></tr> <tr><td>FY12</td><td>-0.5%</td></tr> <tr><td>FY13</td><td>-1.3%</td></tr> <tr><td>FY14</td><td>0.7%</td></tr> <tr><td>FY15</td><td>4.2%</td></tr> <tr><td>FY16</td><td>6.8%</td></tr> <tr><td>FY17</td><td>11.5%</td></tr> <tr><td>FY18</td><td>16.0%</td></tr> <tr><td>FY19</td><td>19.3%</td></tr> <tr><td>FY20</td><td>15.7%</td></tr> <tr><td>FY21</td><td>17.3%</td></tr> <tr><td>FY22</td><td>24.7%</td></tr> <tr><td>FY23</td><td>27.0%</td></tr> <tr><td>FY24</td><td>22.7%</td></tr> <tr><td>FY25</td><td>10.9%</td></tr> </tbody> </table> <p>The ROIC threshold is set at a level broadly representative of long-term median performance across BlueScope's peer groups, major steel companies, and the ASX 100. This peer information is used to ensure a challenging but achievable threshold. Below is a summary of second quartile ROIC performance across the various groups' (percentage per annum).</p>	Fiscal Year	ROIC (%)	FY10	9.3%	FY11	1.6%	FY12	-0.5%	FY13	-1.3%	FY14	0.7%	FY15	4.2%	FY16	6.8%	FY17	11.5%	FY18	16.0%	FY19	19.3%	FY20	15.7%	FY21	17.3%	FY22	24.7%	FY23	27.0%	FY24	22.7%	FY25	10.9%
Fiscal Year	ROIC (%)																																		
FY10	9.3%																																		
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FY25	10.9%																																		

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Feature	Rationale	FY2020-2022	FY2021-2023	FY2022-2024	FY2023-2025
Rationale for net debt to EBITDA	BlueScope	24.7%	27.0%	22.7%	10.9%
	ASX100²	11%	13%	13%	13%
	Remuneration peers	10%	10%	10%	14%
	Major steel companies	13%	15%	15%	7%
	This measure focuses on balance sheet strength and provides a cash flow buffer during the low points in the industry cycle. It helps reinforce disciplined capital, cash and debt management so that BlueScope is well-equipped to manage macroeconomic impacts on the business. The focus on this measure has ensured that BlueScope is well-positioned to withstand the impacts of the current macroeconomic environment and low point in the industry cycle.				
Performance assessment	The Remuneration and Organisation Committee assesses performance against the measures after the end of the performance period. The Committee may exercise discretion to vary vesting outcomes in line with BlueScope's values, macroeconomic environment, broader company performance, shareholder expectations and Executive KMP conduct. Performance and vesting outcomes are verified by the Audit Committee and BlueScope's external auditors. Awards are not eligible for re-testing.				
Vesting outcomes	Unlike traditional long term incentives with linear vesting outcomes based on threshold to out-performance and a higher quantum of award, Alignment Rights vest in full if both performance thresholds have been met. It is expected that the plan will vest regularly, and in recognition of this increased certainty, awards are lower in quantum relative to the market (STI opportunities are also lower than market peers, offset by this increased certainty of vesting). The structure of the LTI (Alignment Rights) Plan is deliberate and considered fit for purpose for BlueScope. It ensures a minimum level of performance is achieved throughout the industry cycle before any vesting will occur and avoids excessive vesting levels in strong markets. This results in a cost effective LTI plan that is valued by and motivates Executive KMP.				
Change of control	The Board may permit Alignment Rights to vest if a takeover bid is made to acquire the whole of the issued ordinary share capital of BlueScope or a transaction is announced by BlueScope which, if implemented, would result in a person owning all of the issued shares in BlueScope. BlueScope must permit the Alignment Rights to vest if a person acquires more than 50 per cent of the issued share capital of BlueScope provided that the Board determines that the performance hurdles have been satisfied as assessed at that time having regard to the shorter performance period.				

1. Table references minimum ROIC for each quartile. Simple average over periods. Quartiles allocated by number of companies. ROIC defined as underlying EBIT / (assets (excl. cash and deferred tax assets) – liabilities (excl. financial debt, lease liabilities and deferred tax liabilities)). Periods based on constituent annual reporting. Excludes companies which did not return a value.
2. The ASX100 represents the constituents of the index.

5.5 How does safety and sustainability feature in incentive plans

We recognise the importance of sound sustainability practices and our responsibilities to customers, suppliers, employees, shareholders, and the communities in which we operate.

Under our Executive KMP incentive plans, non-financial performance measures include making progress on relevant sustainability initiatives related to health, safety, diversity, operating efficiency, and reduction in GHG emissions. In addition to Executive KMP, safety performance is also a determinant of employee incentive outcomes where relevant to their role.

5.5.1 Safety

We are committed to ensuring that every employee globally operates in a safe work environment. We take our safety obligations seriously, and have implemented a range of projects, processes and tools to make the work environment safe for everyone. In FY2025, we launched our “Refocus on Safety” program, which focuses every employee at every level on prioritising a safe work environment.

Underpinning this is our incentive programs which reward for safety performance:

- Safety measures comprise 10 per cent of Executive KMP STI scorecards. These measures include lag indicators like TRIFR and lead indicators like the completion of HSE risk control improvement projects.
- A no fatality gateway applies to this 10 per cent safety component.
- Employees at almost all levels in the organisation participate in a short term incentive, of which 10 per cent is dependent on safety performance. Depending on the seniority of the employee, these may include lag indicators (like TRIFR) and lead indicators (like the completion of HSE risk control improvement projects).

Last year, the Board exercised its discretion to reduce the 10 per cent safety component of STI awards made to the Executive KMP to zero, considering safety performance during and leading up to the financial year. This demonstrates the commitment of the MD & CEO and Board to ensuring that safety is a priority.

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5.5.2 Climate and environment

Climate action remains a core theme of our strategy. BlueScope's 2050 net zero goal¹ and 2030 emission intensity reduction targets for steelmaking and non-steelmaking drive our decarbonisation activities and projects, which are underpinned by our Capital Allocation Framework. We are committed to pursuing commercial decarbonisation of our operations and working with others to progress the enablers that underpin the ability to transition to a low carbon future.

Executive KMP incentives reward for progressing climate initiatives:

- Executive KMP STI scorecards have a 10 per cent weighting, with measures dedicated to the reduction of both steelmaking and non-steelmaking Scope 1 and Scope 2 greenhouse gas emissions intensity. These targets are directly linked to our decarbonisation pathway.
- In addition, several Executive KMP (as appropriate) also have objectives and targets relating to specific environment and sustainability projects included under the "strategic" category in their STI scorecards.

5.5.3 Inclusive culture

At BlueScope, living Our Purpose and Our Bond and continuing to build on the strong foundation of our inclusive culture remains core to who we are. Our goal is to attract and retain the best talent from our communities, and only make hiring decisions based on merit.

Each year, the Remuneration and Organisation Committee reviews workforce reports to ensure that the above principles are met. If there are any anomalies, they are addressed immediately.

In FY2025, 5 per cent of Executive KMP STI awards were dependent on inclusion and diversity objectives.

5.6 Executive KMP loans

There have been no loans granted to Executive KMP and Directors of BlueScope or their related entities.

5.7 Executive KMP other transactions

In the ordinary course of business, the Group may enter into transactions with entities that have Directors in common with BlueScope Steel Limited. All such transactions are conducted on normal commercial terms and conditions consistent with arm's length principles. The Directors concerned do not participate in decisions regarding these transactions.

The Group also engages in transactions with KMP and their related parties, including purchases of Group products. These transactions are conducted under terms no more favourable than those available to other employees, customers, or suppliers in comparable arm's length arrangements. Any benefits arising from these transactions are immaterial in nature and value.

1. Achieving the 2050 net zero goal is highly dependent on several enablers, including: the development and diffusion of ironmaking technologies to viable, commercial scale; access to internationally cost-competitive, firm large-scale renewable energy; availability of competitively-priced green hydrogen, with natural gas enabling the transition to green hydrogen; access to appropriate quality and sufficient quantities of economic raw materials; and supportive and consistent policies across all these enablers to underpin decarbonisation.

6. Non-executive Director Fees

Non-executive Directors receive a base fee for their service as a Director of the Board, with additional fees paid for Committee membership or chair roles. The Board Chair receives a higher fee but no additional payments for service on Committees.

There were no changes to Non-executive Director fees during FY2025. The last increase to Non-Executive Director fees occurred on 8 October 2023.

6.1 Board and Committee Fees

As disclosed in BlueScope's FY2024 Remuneration Report, during FY2025, we changed the currency in which our overseas based Non-executive Directors receive their fees.

Historically, overseas-based Non-executive Directors (currently Mr Alexander, Ms Johnson and Mr Zhang) were paid in Australian dollars. The volatility in foreign exchange rates impacted their take home pay each month (both positively and negatively).

To reduce foreign exchange volatility on their fees, from 1 July 2024, their fees were paid in US Dollars using a 10-year median Australian Dollar to US Dollar foreign exchange rate up until 30 June 2024. This rate will remain static unless there are material changes to the 10-year median foreign exchange rate which may necessitate an adjustment to this conversion rate.

The following table details the annualised Board and Committee fees as at 30 June 2024 and 30 June 2025.

Role	Annual fees as at 30 June 2024 (including superannuation)		Annual fees as at 30 June 2025 (including superannuation)	
		(AU\$)	Australia-based Non-executive Directors (AU\$)	Overseas-based Non-executive Directors (US\$) ¹
Board Chair²		539,985	539,985	389,221
Non-Executive Director	Base fee	189,785	189,785	136,797
Audit Committee	Chair	42,435	42,435	30,587
	Member	21,735	21,735	15,667
Remuneration and Organisation Committee	Chair	42,435	42,435	30,587
	Member	21,735	21,735	15,667
Health, Safety and Environment Committee	Chair	42,435	42,435	30,587
	Member	21,735	21,735	15,667
Risk and Sustainability Committee	Chair	42,435	42,435	30,587
	Member	21,735	21,735	15,667

1. Using a 10-year median AUD to USD foreign exchange rate of 0.7208 up to 30 June 2024.

2. Additional fees are not payable to the Chair for membership of Committees

6.2 Travel allowance

A travel allowance of AU\$5,175 per international trip is payable to Non-executive Directors who travel outside their country of residence for scheduled Company business.

6.3 Superannuation

Compulsory superannuation contributions are made unless the Non-executive Director elects to be exempt, in accordance with Australian superannuation legislation. No additional retirement benefits are provided.

6.4 Minimum shareholding requirement

Non-executive Directors are expected to hold BlueScope equity equal in value to one year's base Board fees and the Board Chair is expected to hold equity equal in value to one-year's Board Chair fees, inclusive of superannuation. The equity holding is to be met within five years of appointment.

For all Non-executive Directors, the requirement may also be met through vested, unvested and restricted share rights under the Non-executive Director Fee Sacrifice Plan. See table 7.7 for Non-executive Director interest in shares and rights.

6.5 Non-Executive Director fee pool

The current Non-executive Director aggregate Fee Pool is \$3,800,000 per annum (inclusive of superannuation), as approved by shareholders at the 2024 Annual General Meeting. Total fees paid for the year ended 30 June 2025 were \$2,677,740 (FY2024 \$2,570,169).

6.6 Non-executive Director Fee Sacrifice Plan

Non-executive Directors may participate in the Non-executive Director Fee Sacrifice Plan, supporting long-term equity ownership while recognising limitations under insider trading laws. Details of the plan are outlined below.

Feature	Description
Eligibility	Non-executive Directors who are residents of Australian or the United States of America
Plan year	1 July to 30 June, the following year.
Grant dates	Share Rights are granted in two tranches: <ul style="list-style-type: none"> Tranche One: Following the release of full-year results. Tranche Two: Following the release of half-year results.
Value and instrument	Prior to the start of each plan year, participants may elect to sacrifice between 20 and 100 per cent of pre-tax base Board fees in return for share rights. Each share right entitles the Non-executive Director to one fully paid ordinary BlueScope share. The number of share rights is calculated by dividing the three-month volume weighted average share price (VWAP) up to 31 August (Tranche One) or 28 February (Tranche Two).
Vesting period	<ul style="list-style-type: none"> Tranche One: vests after 31 December. Tranche Two: vests after 30 June, the following year. <p>Australian tax resident Non-executive Directors: share rights auto-exercise at vesting, with resulting allocated shares held in the Employee Share Trust during the Trading Restriction Period.</p> <p>US tax resident Non-executive Directors: share rights vest but remain unexercised until the end of the Trading Restriction Period.</p>
Trading restriction period	15 years from the initial grant date, or until the Non-executive Director ceases to hold office, whichever occurs first (unless otherwise determined by the Board).
Exercise	No payment is required on vesting or exercise of share rights.
Performance conditions	None. Share rights vest based solely on continuous service throughout the six-month vesting period of each tranche.
Retirement from the Board	If shares are granted before retirement, shares are retained and restrictions are lifted (subject to complying with applicable law and BlueScope's Securities Trading Policy). If retirement occurs before vesting of share rights, a pro-rata portion of unvested share rights lapse, considering the portion of the vesting period that has elapsed at the date of retirement. The Board may exercise discretion to allow remaining share rights to vest and be exercised at retirement.
Disposal restrictions	Shares become accessible at the earlier of 15 years from grant or retirement.
Hedging	Non-executive Directors are prohibited from hedging unvested and restricted equity under the Plan.
Acquisition of shares	Shares are purchased on market. Non-executive Directors may purchase additional shares independently, in line with BlueScope's securities Trading Policy and insider trading laws.

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7. Statutory Remuneration Disclosures

7.1 Executive KMP remuneration

The values presented in the table below are prepared in accordance with Australian Accounting Standards for the financial year ended 30 June 2025.

Share based payment amounts shown are the amortised accounting expense of equity for FY2025 and are not indicative of the actual or realised value received by Executive KMP. Realised pay values are provided in Section 4, table 4.8.

Name	Year	Short-term employment benefits				Post-employment benefits	Movement in long service leave ⁴	Share-based payments			Total	% of performance related pay ⁸
		Cash salary ¹	Short term incentive ²	Non-monetary benefits ³	Movement in annual leave provision ⁴	Super-annuation		Share rights ⁵	STI rights ⁶	LTI (alignment rights) ⁷		
		(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	%
Executive Director												
Mr Vassella	FY2025	1,985,100	-	70,187	37,964	30,000	(11,523)	-	544,053	1,990,286	4,646,067	55%
	FY2024	1,977,123	-	1,292	(45,148)	27,500	94,999	-	905,474	1,844,220	4,805,460	57%
Executive KMP												
Ms Archibald	FY2025	1,064,438	358,089	-	(6,629)	30,000	35,617	-	-	692,881	2,174,396	48%
	FY2024	1,035,488	320,154	-	12	27,500	22,890	-	-	634,798	2,040,842	47%
Mr Davies	FY2025	664,858	146,745	488	6,124	66,486	893	-	-	460,885	1,346,479	45%
	FY2024	654,335	187,218	7,697	3,400	65,433	(2,261)	-	-	426,940	1,342,762	46%
Mr Fallu	FY2025	943,019	-	1,358	56,341	30,000	-	404,373	319,125	410,573	2,164,789	52%
	FY2024	727,356	249,442	1,292	55,549	21,683	-	334,417	-	199,616	1,589,355	49%
Ms Keast	FY2025	1,018,800	256,547	1,006,694	55,849	30,000	61,806	-	-	613,080	3,042,776	29%
	FY2024	950,208	435,063	452,004	28,346	27,500	38,782	52,680	-	521,868	2,506,451	40%
Mr Zhang	FY2025	941,797	318,121	528,377	(44,002)	141,270	-	23,240	-	647,809	2,556,612	39%
	FY2024	881,097	439,293	556,302	35,619	132,165	-	173,842	-	567,540	2,785,858	42%
Total	FY2025	6,618,012	1,079,502	1,607,104	105,647	327,756	86,793	427,613	863,178	4,815,514	15,931,119	
Total	FY2024	6,225,607	1,631,170	1,018,587	77,778	301,781	154,410	560,939	905,474	4,194,982	15,070,728	

1. For overseas based KMP their cash salary has been converted to AUD.

2. The amount disclosed represents STI payable in cash.

3. Non-monetary includes Executive health checks, fringe benefits tax, benefits provided under the Company's relocation policy and spouse flights.

4. Negative movement in leave provision indicates leave taken during the year exceeded leave accrued during the current year.

5. Includes sign-on awards.

6. In FY2025, Mr Vassella and Mr Fallu, elected to receive all of their STI in equity (Mr Vassella - 65,315; Mr Fallu - 24,976). Approval for the STI award for Mr Vassella was obtained under Listing Rule 10.14.

7. Approval for the LTI award for Mr Vassella was obtained under Listing Rule 10.14.

8. The percentage of remuneration that is performance related includes STI and LTI based on accounting values and not vested amounts received by executives.

No termination benefits were paid in FY2025 to Executive KMP.

7.2 Movements in Executive KMP equity holdings

Name	Balance at 1 July 2024	Granted ¹	Vested ²	Exercised ³	Forfeited / lapsed ⁴	Net change / other ⁵	Balance at 30 June 2025
	#	#	#	#	#	#	#
Executive Director							
Mr Vassella							
Shares	1,052,748	-	-	125,318	-	(116,000)	1,062,066
Share Rights	-	-	-	-	-	-	-
STI Rights	43,262	65,315	25,211	(43,262)	(40,104)	-	25,211
LTI (Alignment Rights)	298,252	97,973	82,056	(82,056)	-	-	314,169
Executive KMP							
Ms Archibald							
Shares	167,123	-	-	28,149	-	(14,075)	181,197
Share Rights	-	-	-	-	-	-	-
STI Rights	-	-	-	-	-	-	-
LTI (Alignment Rights)	102,665	34,781	28,149	(28,149)	-	-	109,297
Mr Davies							
Shares	16,183	-	-	19,613	-	(10,000)	25,796
Share Rights	-	-	-	-	-	-	-
STI Rights	-	-	-	-	-	-	-
LTI (Alignment Rights)	68,953	23,277	19,613	(19,613)	-	-	72,617
Mr Fallu							
Shares	-	-	-	21,883	-	-	21,883
Share Rights	21,883	21,878	21,883	(21,883)	-	-	21,878
STI Rights	-	24,976	14,788	-	(10,188)	-	14,788
LTI (Alignment Rights)	30,028	30,923	-	-	-	-	60,951
Ms Keast							
Shares	101,119	-	-	21,631	-	(9,258)	113,492
Share Rights	-	-	-	-	-	-	-
STI Rights	-	-	-	-	-	-	-
LTI (Alignment Rights)	84,016	33,559	21,631	(21,631)	-	-	95,944
Mr Zhang							
Shares	63,153	-	-	23,481	-	(36,000)	50,634
Share Rights	-	-	-	-	-	-	-
STI Rights	-	-	-	-	-	-	-
LTI (Alignment Rights)	91,741	33,680	23,481	(23,481)	-	-	101,940

1. Mr Vassella and Mr Fallu elected to receive share rights under the FY2025 STI Award. As per S.300 (1)(d) of the Corporations Act, Mr J Nowlan, Chief Technical and Development Officer is in the top five most highly remunerated officers of the Company. Mr Nowlan was granted 32,951 LTI (Alignment Rights) in the year.
2. For Mr Vassella and Mr Fallu the FY2025 STI Rights award which vested in FY2025 will be exercised in September 2025.
3. Shares received during the year on the exercise of rights awarded under the FY2022 LTI (Alignment Rights), FY2024 STI Plan and FY2024 Sign-on Award. The number of shares issued is equal to the number of rights exercised and no amount was paid or is payable for each share issued. For Mr Vassella the FY2024 STI Rights award which vested in FY2024 was exercised during the year.
4. The number of shares lapsed during the year relates to FY2025 STI Award for Mr Vassella and Mr Fallu.
5. These amounts represent on-market acquisitions and disposals of shares including shares sold to fund payment of income tax liabilities arising from vesting of share right awards.

There were no options or rights vested and unexercisable at the end of FY2025.

There were 3,456,497 unvested securities on issue at the time of this report. No shares were issued during or since the year ended as a result of the exercise of unvested securities.

7.3 Executive KMP Minimum Shareholding Requirement

Executives are required to retain all equity acquired through incentive plans until the Minimum Shareholding Requirement (MSR) is met, except where disposals are necessary to meet tax obligations.

The MSR is calculated as the number of shares held at 30 June, multiplied by the closing share price on that date. For Executive KMP, the requirement includes the aggregate value of current shareholdings and 50 per cent of vested, but unexercised share right awards.

Name	Fixed remuneration ¹ (\$)	Shares held #	Value of holding ² (\$)	% of MSR achieved %
Executive Director				
Mr Vassella	2,015,100	1,062,066	24,544,345	609.0%
Executive KMP				
Ms Archibald	1,100,603	181,197	4,187,463	380.5%
Mr Davies ³	734,635	25,796	596,146	81.1%
Mr Fallu ³	978,500	21,883	505,716	51.7%
Ms Keast	1,061,910	113,492	2,622,800	247.0%
Mr Zhang	1,086,617	50,634	1,170,152	107.7%

1. Represents fixed remuneration as at 30 June 2025.

2. The shareholding value is calculated by multiplying the number of shares held on 30 June by the closing share price on that date. The closing share price on 30 June 2025 was \$23.11.

3. Mr Davies and Mr Fallu have equity due to vest in September 2025 and are on track to achieve the minimum shareholding requirement.

7.4 Details of equity awards granted, vested and lapsed

The table below sets out the equity awards that were granted, vested and lapsed during the year.

Name	Award details	Grant date	Units granted #	Value at grant ¹ (\$)	Vested #	Value at vest ² (\$)	Forfeited / lapsed ³ #	Value forfeited / lapsed (\$)
Executive Director								
Mr Vassella	FY22 LTI AR Award	13-Dec-21	82,056	1,565,628	82,056	1,673,942	-	-
	FY23 LTI AR Award	15-Dec-22	118,204	2,009,468	-	-	-	-
	FY24 LTI AR Award	13-Dec-23	97,992	1,957,880	-	-	-	-
	FY25 LTI AR Award	11-Dec-24	97,973	2,003,548	-	-	-	-
	FY25 STI Award	11-Dec-24	65,315	1,409,498	25,211	582,626	40,104	926,803
Executive KMP								
Ms Archibald	FY22 LTI AR Award	13-Dec-21	28,149	537,083	28,149	574,240	-	-
	FY23 LTI AR Award	15-Dec-22	40,741	692,597	-	-	-	-
	FY24 LTI AR Award	13-Dec-23	33,775	674,825	-	-	-	-
	FY25 LTI AR Award	11-Dec-24	34,781	711,271	-	-	-	-
Mr Davies	FY22 LTI AR Award	13-Dec-21	19,613	374,216	19,613	400,105	-	-
	FY23 LTI AR Award	15-Dec-22	26,554	451,418	-	-	-	-
	FY24 LTI AR Award	13-Dec-23	22,786	455,264	-	-	-	-
	FY25 LTI AR Award	11-Dec-24	23,277	476,015	-	-	-	-
Mr Fallu	FY24 LTI AR Award	13-Dec-23	30,028	599,959	-	-	-	-
	FY25 LTI AR Award	11-Dec-24	30,923	632,375	-	-	-	-
	FY25 STI Award	11-Dec-24	24,976	538,982	14,788	341,751	10,188	235,445
	Sign-on Award (T1)	26-Sep-23	21,883	410,087	21,883	446,413	-	-
	Sign-on Award (T2)	13-Sep-24	21,878	399,711	-	-	-	-
Ms Keast	FY22 LTI AR Award	13-Dec-21	21,631	412,719	21,631	441,272	-	-
	FY23 LTI AR Award	15-Dec-22	31,306	532,202	-	-	-	-
	FY24 LTI AR Award	13-Dec-23	31,079	620,958	-	-	-	-
	FY25 LTI AR Award	11-Dec-24	33,559	686,282	-	-	-	-
Mr Zhang	FY22 LTI AR Award	13-Dec-21	23,481	448,017	23,481	479,012	-	-
	FY23 LTI AR Award	15-Dec-22	36,594	622,098	-	-	-	-
	FY24 LTI AR Award	13-Dec-23	31,666	632,687	-	-	-	-
	FY25 LTI AR Award	11-Dec-24	33,680	688,756	-	-	-	-

1. External valuation advice from PricewaterhouseCoopers Securities Limited has been used to determine the value of rights awarded in the year ended 30 June 2025. The valuation has been made using the Black-Scholes Option Pricing Model (BSM). The fair value per instrument of the share rights granted was: FY2022 Alignment Rights Award - \$19.08; FY2023 Alignment Rights Award - \$17.00; FY2024 Alignment Rights Award - \$19.98; FY2025 Alignment Rights Award - \$20.45; FY2025 STI Award - \$21.58; FY2024 Sign-on Award - \$18.74; FY2025 Sign-on Award - \$18.27.

2. Rights vested during the year includes the FY2025 STI Award (share price as at 30 June 2025, \$23.11), FY2022 LTI Alignment Rights Award and FY2024 Sign-on Award (share price as at 3 September 2024, \$20.40).

3. The number of rights lapsed during the year relates to FY2025 STI Award for Mr Vassella and Mr Fallu.

7.5 Equity valuations

The table below sets out the equity and restricted share award valuations of each grant issued by BlueScope to Executives in previous or current reporting periods.

Award	Fair value	Share price	Risk free rate	Dividend yield	Expected volatility	Expected life	Vest date	Expiry date
	(\$)	(\$)	%	%	%			
FY2022 LTI AR Award	19.08	20.47	0.90	2.57	32.5	3 years	31-Aug-24	31-Aug-27
FY2023 LTI AR Award	17.00	18.31	3.07	2.75	35.0	3 years	31-Aug-25	31-Aug-25
FY2024 LTI AR Award	19.98	21.29	4.23	2.35	30.0	3 years	02-Sep-26	02-Sep-26
FY2025 LTI AR Award	20.45	22.02	4.30	2.73	25.0	3 years	02-Sep-27	02-Sep-27
FY2024 STI Award	20.93	21.29	4.52	2.35	30.0	9 months	02-Sep-24	31-Dec-27
FY2025 STI Award	21.58	22.02	4.69	2.72	25.0	9 months	02-Sep-25	31-Dec-27
Sign-on Award (T2)	22.84	25.20	0.01	2.04	32.5	2 years	31-Aug-24	-
Sign-on Award (T1)	18.74	19.20	4.38	2.60	30.0	1 year	02-Sep-24	02-Sep-24
Sign-on Award (T2)	18.27	19.20	4.29	2.60	30.0	2 years	02-Sep-25	02-Sep-25

7.6 Non-Executive Director remuneration

Details of the FY2025 audited remuneration for each Non-executive Directors set out in the table below.

Name	Year	Short-term employment benefits		Post-employment benefits	Share-based payments ⁴	Total
		Fees ¹	Non-monetary ²	Superannuation ³		
		(\$)	(\$)	(\$)	(\$)	(\$)
Non-Executive Directors						
Ms McAloon	FY2025	441,135	-	7,565	93,123	541,823
	FY2024	343,643	-	-	66,422	410,065
Mr Alexander	FY2025	271,140	3,195	-	-	274,335
	FY2024	231,135	3,644	-	-	234,779
Ms Conlon	FY2025	249,420	-	-	-	249,420
	FY2024	239,661	-	24,755	-	264,416
Mr Crouch	FY2025	194,055	-	-	65,461	259,516
	FY2024	193,767	-	-	66,422	260,189
Ms Dee-Bradbury	FY2025	243,868	-	26,310	-	270,178
	FY2024	256,050	-	12,490	-	268,540
Mr Field	FY2025	220,080	-	24,165	-	244,245
	FY2024	106,530	-	10,580	-	117,110
Ms Johnson	FY2025	237,244	1,790	-	48,944	287,978
	FY2024	225,322	5,082	-	26,413	256,817
Ms Lambert	FY2025	231,180	-	935	32,721	264,836
	FY2024	242,408	-	6,672	26,569	275,649
Mr Zhang	FY2025	282,440	2,771	198	-	285,409
	FY2024	256,050	11,940	785	-	268,775
Total	FY2025	2,370,562	7,756	59,173	240,249	2,677,740
Total	FY2024	2,094,566	20,666	55,282	185,826	2,356,340

1. During FY2025 there were no changes to Board Chair, Director's base fees and Committee fees. Fees includes travel allowances. Ms McAloon, Mr Crouch, Ms Conlon and Ms Lambert have elected superannuation guarantee exemptions. The additional superannuation allowance has been included under fees. Ms McAloon, Mr Crouch, Ms Lambert and Ms Johnson have elected to sacrifice a portion of their fees in exchange for BlueScope shares. Fees have been reduced to reflect these sacrificed amounts: Ms McAloon - \$107,997, Mr Crouch - \$75,914, Ms Lambert - \$37,957 and Ms Johnson - \$56,936. Overseas-based Non-executive Directors are paid in USD using a 10-year median AUD to USD foreign exchange rate up until 30 June 2024.

2. Non-monetary short term benefits includes tax advice for overseas based Non-executive Directors Mr Alexander, Ms Johnson and Mr Zhang.

3. NEDs receive statutory superannuation contributions in line with the Superannuation Guarantee unless they elect an exemption. No other post-employment benefits apply.

4. Includes rights allocated to Non-executive Directors under the Fee Sacrifice Plan. The fair value has been assessed at \$18.17 (Tranche 1) and \$17.96 (Tranche 2).

7.7 Non-Executive Director interests

The table below shows the number of shares and share rights held by Directors and/or their related parties in FY2025. A related party is typically a family member or entities over which the Director has direct or indirect control or significant influence.

Non-executive Directors may participate in a Fee Sacrifice Plan, enabling them to acquire share rights by sacrificing a portion of fees over six-month intervals. Share rights are settled via on-market purchases of BlueScope shares.

Non-executive Directors are required to hold shares equivalent to 100% of the annual base Board fee. For all Directors, the requirement may also be met through vested, unvested and restricted share rights under the Non-executive Director Fee Sacrifice Plan.

Name	Balance at 1 July 2024 #	Granted ¹ #	Vested #	Exercised ² #	Forfeited / lapsed #	Net change / other ³ #	Balance at 30 June 2025 ⁴ #	Minimum shareholding requirement %
Non-Executive Directors								
Ms McAloon								
Shares	13,086	-	-	4,696	-	-	17,782	76.1%
Share Rights	2,042	5,154	5,154	(4,696)	-	-	2,500	
Mr Alexander								
Shares	16,000	-	-	-	-	-	16,000	194.8%
Share Rights	-	-	-	-	-	-	-	
Ms Conlon								
Shares	10,208	-	-	-	-	-	10,208	124.3%
Share Rights	-	-	-	-	-	-	-	
Mr Crouch								
Shares	40,050	-	-	3,907	-	-	43,957	535.3%
Share Rights	2,042	3,623	3,623	(3,907)	-	-	1,758	
Ms Dee-Bradbury								
Shares	27,300	-	-	-	-	-	27,300	332.4%
Share Rights	-	-	-	-	-	-	-	
Mr Field								
Shares	-	-	-	-	-	2,500	2,500	30.4%
Share Rights	-	-	-	-	-	-	-	
Ms Johnson								
Shares	-	-	-	-	-	-	-	79.5%
Share Rights	3,820	2,709	2,709	-	-	-	6,529	
Ms Lambert								
Shares	20,791	-	-	1,749	-	-	22,540	274.5%
Share Rights	817	1,811	1,811	(1,749)	-	-	879	
Mr Zhang								
Shares	4,800	-	-	-	-	8,000	12,800	155.9%
Share Rights	-	-	-	-	-	-	-	

1. The number of share rights granted includes the FY2025 NED Fee Sacrifice Plan (Tranche 1 and Tranche 2).

2. Shares received during the year on the exercise of the FY2024 NED Fee Sacrifice Plan (Tranche 2) and FY2025 NED Fee Sacrifice Plan (Tranche 1). The number of shares issued is equal to the number of rights exercised and no amount was paid or remains unpaid for each share issued.

3. These amounts represent on-market acquisitions and disposals of shares.

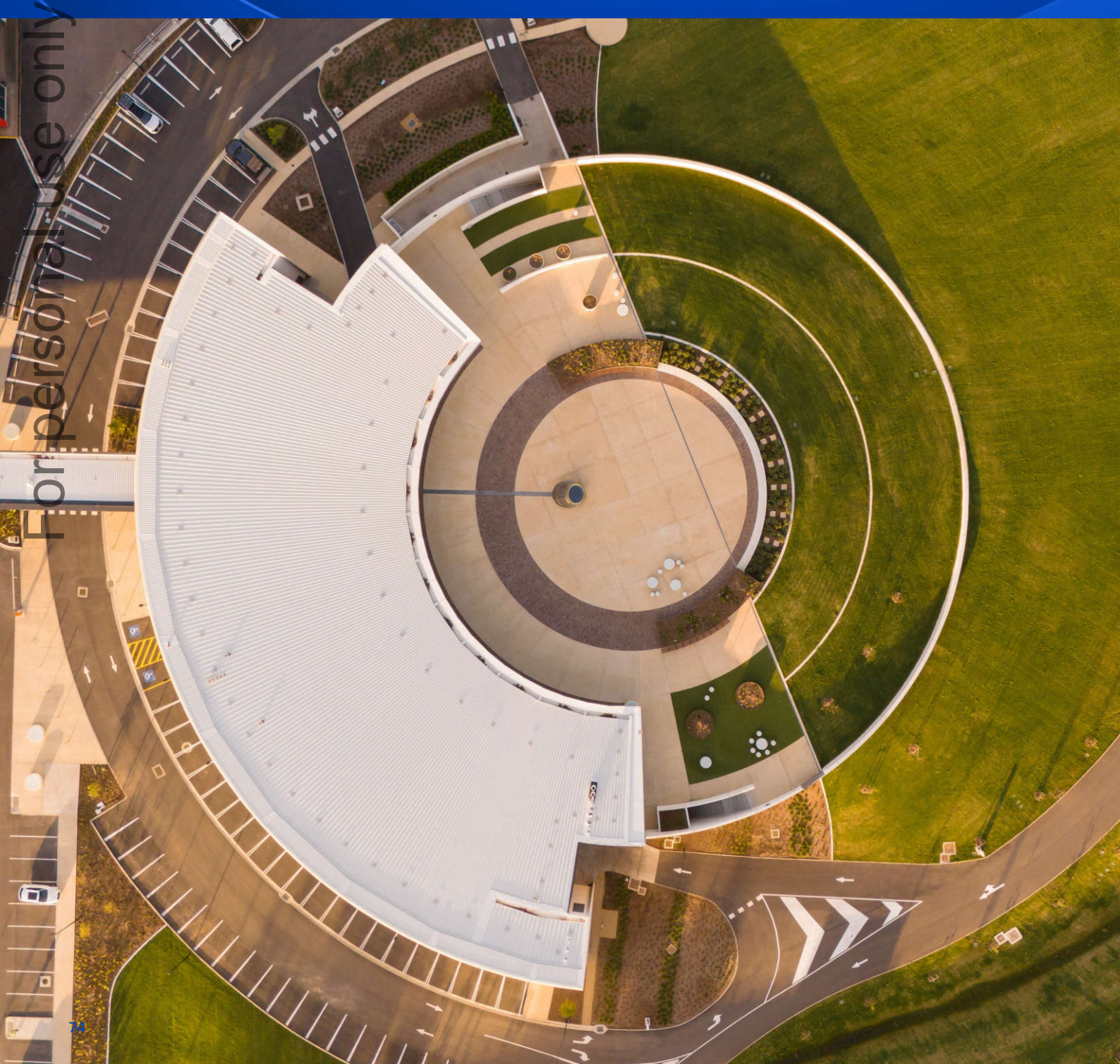
4. The number of share rights held by Ms Johnson includes Tranche 2 of the FY2025 NED Fee Sacrifice Plan award which vested on 30 June 2025 (but remains unexercised due to being a US resident participant).

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Section

04.

Financial Report



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Financial Report Contents

Consolidated financial statements	76
Consolidated statement of comprehensive income	76
Consolidated statement of financial position	77
Consolidated statement of changes in equity	78
Consolidated statement of cash flows	79

Notes to the consolidated financial statements **80**

About this report	80	16. Borrowings	117
Financial performance	82	17. Leases	120
1. Segment information	82	18. Contributed equity	124
2. Revenue	87	19. Reserves	125
3. Expenses and other income	91	20. Dividends	127
4. Income tax	92	Group structure	129
5. Earnings per share	96	21. Other investments - fair value through other comprehensive income (OCI)	129
Working capital	97	22. Subsidiaries and non-controlling interests	129
6. Trade and other receivables	97	23. Investment in associates	133
7. Inventories	99	24. Investment in joint ventures	134
8. Operating intangible assets	100	Unrecognised items	137
9. Trade and other payables	100	25. Contingencies	137
10. Provisions	101	26. Subsequent events	137
11. Retirement benefit obligations	104	Other information	138
Invested capital	107	27. Share-based payments	138
12. Property, plant and equipment	107	28. Related party transactions	141
13. Intangible assets	110	29. Parent entity financial information	142
14. Carrying value of non-financial assets	111	30. Deed of cross-guarantee	144
Capital structure and financing activities	116	31. Financial instruments and risk	146
15. Cash and cash equivalents	116	32. Remuneration of auditors	151
		33. New accounting standards	152

Consolidated entity disclosure statement	153
Directors' declaration	156
Independent Auditor's Report	157

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Consolidated statement of comprehensive income

For the year ended 30 June 2025

	Note	2025 \$M	2024 \$M
CONTINUING OPERATIONS			
Revenue from continuing operations	2	16,294.4	17,055.3
Other income	3.2	128.8	117.3
Impairment expense	14.4	(438.9)	-
Expenses	3.1	(15,703.5)	(15,904.7)
Operating profit		280.8	1,267.9
Share of net profits of associates and joint ventures accounted for using the equity method	23.1, 24.1	5.4	7.1
Interest revenue	2	32.4	56.7
Profit before financing and income tax expense		318.6	1,331.7
Finance expense	16.6, 17.3	(69.6)	(64.4)
Profit before income tax		249.0	1,267.3
Income tax expense	4.1	(69.6)	(320.1)
Profit from continuing operations		179.4	947.2
DISCONTINUED OPERATIONS			
Profit from discontinued operations after income tax		9.6	1.0
Profit for the year		189.0	948.2
Profit for the year is attributable to:			
Owners of BlueScope Steel Limited		83.8	805.7
Non-controlling interests		105.2	142.5
Profit for the year		189.0	948.2
OTHER COMPREHENSIVE INCOME (LOSS)			
<i>Items that may be reclassified subsequently to profit or loss:</i>			
Net gain (loss) on cash flow hedges	19.1	(2.4)	1.5
Net gain (loss) on net investments in foreign subsidiaries	19.1	3.8	0.8
Exchange differences on translation of foreign operations attributable to BlueScope Steel Limited	19.1	136.1	(34.1)
Income tax on items that may be reclassified subsequently to profit or loss		(0.5)	(0.6)
Exchange fluctuations transferred to profit on translation of foreign operations disposed	19.1	-	12.0
<i>Items that will not be reclassified subsequently to profit or loss:</i>			
Net actuarial gains on defined benefit and retirement plans	11.6	4.6	12.7
Investment revaluation	21	(3.7)	(6.3)
Exchange differences on translation of foreign operations attributable to non-controlling interests		34.0	(15.3)
Income tax on items that will not be reclassified subsequently to profit or loss		(1.3)	(3.6)
Other comprehensive income (loss) for the year		170.6	(32.9)
Total comprehensive income for the year		359.6	915.3
Total comprehensive income for the year is attributable to:			
Owners of BlueScope Steel Limited		220.7	788.0
Non-controlling interests		138.9	127.3
Total comprehensive income for the year		359.6	915.3
Earnings per share for profit attributable to owners of BlueScope Steel Limited from:			
		Cents	Cents
Continuing operations:			
Basic earnings per share	5	16.9	179.7
Diluted earnings per share	5	16.8	178.4
Total operations:			
Basic earnings per share	5	19.1	180.0
Diluted earnings per share	5	19.0	178.7

The consolidated statement of comprehensive income should be read in conjunction with the accompanying notes to the consolidated financial statements.

Consolidated statement of financial position

As at 30 June 2025

	Note	2025 \$M	2024 \$M
ASSETS			
Current assets			
Cash and cash equivalents	15	857.6	1,085.5
Trade and other receivables	6	1,747.9	1,592.4
Contract assets	2.2	132.7	109.9
Inventories	7	3,068.1	3,186.2
Derivative financial instruments	31.4	5.4	5.8
Deferred charges and prepayments		112.1	111.5
Assets classified as held for sale		-	5.2
Total current assets		5,923.8	6,096.5
Non-current assets			
Trade and other receivables	6	35.4	35.7
Inventories	7	91.3	87.2
Operating intangible assets	8	143.6	302.9
Derivative financial instruments	31.4	7.7	11.8
Investments accounted for using the equity method	23, 24	109.4	126.3
Other investments - fair value through other comprehensive income	21	17.3	20.7
Property, plant and equipment	12	6,919.6	6,094.8
Right-of-use assets	17.1	470.8	393.3
Intangible assets	13	1,987.8	2,441.3
Deferred tax assets	4.2	69.9	61.4
Deferred charges and prepayments		2.5	3.7
Retirement benefit assets	11	1.9	2.4
Total non-current assets		9,857.2	9,581.5
Total assets		15,781.0	15,678.0
LIABILITIES			
Current liabilities			
Trade and other payables	9	2,015.0	1,961.9
Borrowings	16	40.0	94.8
Lease liabilities	17.2	105.7	96.0
Current tax liabilities		35.2	13.9
Provisions	10	567.7	637.3
Contract liabilities	2.2	210.9	219.1
Deferred income		42.7	46.1
Derivative financial instruments	31.4	12.2	18.9
Total current liabilities		3,029.4	3,088.0
Non-current liabilities			
Trade and other payables	9	19.0	24.4
Borrowings	16	239.7	90.4
Lease liabilities	17.2	500.6	440.3
Deferred tax liabilities	4.2	470.6	513.6
Provisions	10	216.3	208.4
Contract liabilities	2.2	7.8	7.9
Retirement benefit obligations	11	3.0	6.3
Deferred income		1.0	1.6
Derivative financial instruments	31.4	20.9	11.6
Total non-current liabilities		1,478.9	1,304.5
Total liabilities		4,508.3	4,392.5
Net assets		11,272.7	11,285.5
EQUITY			
Contributed equity	18.1	2,356.5	2,368.8
Reserves	19	801.0	665.4
Retained profits		7,509.0	7,687.2
Total equity attributable to owners of BlueScope Steel Limited		10,666.5	10,721.4
Non-controlling interests	22	606.2	564.1
Total equity		11,272.7	11,285.5

The consolidated statement of financial position should be read in conjunction with the accompanying notes to the consolidated financial statements.

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Consolidated statement of changes in equity

As at 30 June 2025

30 June 2025	Note	Attributable to owners of BlueScope Steel Limited			Non-controlling interests	Total equity
		Contributed equity	Reserves	Retained profits		
		\$M	\$M	\$M	\$M	\$M
Balance as at 1 July 2024		2,368.8	665.4	7,687.2	564.1	11,285.5
Profit for the year		-	-	83.8	105.2	189.0
Other comprehensive income		-	133.4	3.5	33.7	170.6
Total comprehensive income for the year		-	133.4	87.3	138.9	359.6
Transactions with owners in their capacity as owners:						
Shares purchased on market; net of shares used for employee share awards (treasury shares)	18.2	19.6	-	-	-	19.6
Share-based payment expense	19.1	-	22.0	-	-	22.0
Settlement of employee share awards	18.2, 19.1	(1.7)	(17.1)	-	-	(18.8)
Share buy-backs	18.2	(29.9)	-	-	-	(29.9)
Dividends paid	20,22.3	-	-	(263.3)	(96.4)	(359.7)
Tax recognised directly in equity from share-based payments	18.2	(0.3)	-	-	-	(0.3)
Transactions with non-controlling interests	22.3	-	(4.3)	-	-	(4.3)
Other		-	1.6	(2.2)	(0.4)	(1.0)
		(12.3)	2.2	(265.5)	(96.8)	(372.4)
Balance as at 30 June 2025		2,356.5	801.0	7,509.0	606.2	11,272.7

30 June 2024	Note	Attributable to owners of BlueScope Steel Limited			Non-controlling interests	Total equity
		Contributed equity	Reserves	Retained profits		
		\$M	\$M	\$M	\$M	\$M
Balance as at 1 July 2023		2,673.0	693.5	7,100.9	563.3	11,030.7
Profit for the year		-	-	805.7	142.5	948.2
Other comprehensive income (loss)		-	(26.8)	9.1	(15.2)	(32.9)
Total comprehensive income (loss) for the year		-	(26.8)	814.8	127.3	915.3
Transactions with owners in their capacity as owners:						
Shares purchased on market; net of shares used for employee share awards (treasury shares)	18.2	16.7	-	-	-	16.7
Share-based payment expense	19.1	-	21.4	-	-	21.4
Settlement of employee share awards	18.2, 19.1	0.7	(28.1)	-	-	(27.4)
Share buy-backs	18.2	(323.3)	-	-	-	(323.3)
Dividends paid	20,22.3	-	-	(224.9)	(126.2)	(351.1)
Tax recognised directly in equity from share-based payments	18.2	1.7	-	-	-	1.7
Other		-	5.4	(3.6)	(0.3)	1.5
		(304.2)	(1.3)	(228.5)	(126.5)	(660.5)
Balance as at 30 June 2024		2,368.8	665.4	7,687.2	564.1	11,285.5

The consolidated statement of changes in equity should be read in conjunction with the accompanying notes to the consolidated financial statements.

Consolidated statement of cash flows

For the year ended 30 June 2025

	Note	2025 \$M	2024 \$M
Cash flows from operating activities			
Receipts from customers		17,085.9	18,216.6
Payments to suppliers and employees		(15,647.8)	(16,532.4)
		1,438.1	1,684.2
Dividends received - associates and joint ventures	23.1, 24.1	20.8	19.9
Dividends received - other		0.5	1.8
Interest received		34.9	55.3
Other revenue received		94.1	60.4
Finance costs paid		(69.4)	(60.2)
Income taxes paid		(106.1)	(351.4)
Net cash inflow from operating activities	15.1	1,412.9	1,410.0
Cash flows from investing activities			
Payments for business acquisitions, net of cash acquired		-	14.5
Payments for other investments		(2.9)	(5.5)
Payments for property, plant and equipment		(1,216.3)	(963.3)
Payments for intangibles		(17.1)	(13.0)
Proceeds from sale of property, plant and equipment		6.0	0.3
Net cash movement for disposal of subsidiary		0.4	-
Net cash (outflow) from investing activities		(1,229.9)	(967.0)
Cash flows from financing activities			
Proceeds from borrowings		1,874.8	737.5
Repayment of borrowings		(1,786.4)	(796.0)
Repayment of principal component of lease liabilities	17.2	(110.9)	(116.3)
Dividends paid to Company's shareholders	20.1	(263.3)	(224.9)
Dividends paid to non-controlling interests in subsidiaries	22.3	(96.4)	(126.2)
Share buy-backs	18.2	(29.9)	(323.3)
Transaction with non-controlling interests	22.3	(11.6)	-
Net cash (outflow) from financing activities		(423.7)	(849.2)
Net increase / (decrease) in cash and cash equivalents			
Cash and cash equivalents at the beginning of the year		1,083.3	1,488.7
Effects of exchange rate changes on cash and cash equivalents		14.8	0.8
Cash and cash equivalents, net of overdrafts, at the end of the year	15	857.4	1,083.3
Reconciliation of liabilities arising from financing activities	16.1, 17.2		
Financing arrangements	16.2		
Non-cash financing activities	17.2		

The consolidated statement of cash flows should be read in conjunction with the accompanying notes to the consolidated financial statements.

Notes to the consolidated financial statements

For the year ended 30 June 2025

About this report

This section provides information about the basis upon which the Group's financial statements are prepared. It includes an overview of the reporting entity, a summary of certain accounting policies that are not disclosed elsewhere, and highlights the key accounting judgements and estimates applied by management and where that information is disclosed in this report.

Reporting entity

BlueScope Steel Limited is a for-profit company incorporated and domiciled in Australia and limited by shares publicly traded on the Australian Securities Exchange. The registered office of the Company is Level 24, 181 William Street, Melbourne, Victoria, Australia 3000. The nature of the operations and principal activities of the Group are described in note 1.1 and the Directors' Report.

The financial report of BlueScope Steel Limited for the year ended 30 June 2025 was authorised for issue in accordance with a resolution of the Directors on 18 August 2025.

Basis of preparation

The financial report is a general purpose financial report, which:

- Has been prepared in accordance with the requirements of the *Australian Corporations Act 2001*, Australian Accounting Standards and other authoritative pronouncements of the Australian Accounting Standards Board (AASB) and International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB).
- Has been prepared on a historical cost basis, except for certain derivative financial instruments and other investments which are measured at fair value.
- Is presented in Australian dollars rounded to the nearest hundred thousand dollars, unless otherwise stated, in accordance with the Australian Securities and Investments Commission Corporations (Rounding in Financial/Directors' Reports) Instrument 2016/191.
- Presents reclassified comparative information where required for consistency with the current year's presentation.
- Adopts all new and amended Accounting Standards and Interpretations issued by the AASB that are relevant to the Group and effective for reporting periods beginning on or before 1 July 2024.
- Does not early adopt any Accounting Standards and Interpretations that have been issued or amended but are not yet effective.

Has been prepared on a going concern basis of accounting as, at the time of approving the financial statements, the Directors have reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

Basis of consolidation

The consolidated financial statements comprise the financial statements of BlueScope Steel Limited ('the Company' or 'parent entity') and its controlled entities (together 'the Group'). Details of controlled entities (subsidiaries) of the Company are contained in note 22.

Subsidiaries are all entities (including structured entities) over which the Group has control. The Group controls an entity when the Group is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power to direct the relevant activities of the entity.

The financial statements of subsidiaries are consolidated in the Group financial statements from the date that the Group obtains control until the date that control ceases. The subsidiary financial statements are prepared using consistent accounting policies and for the same reporting period as the parent company.

In preparing the consolidated financial statements, all intercompany balances and transactions have been eliminated in full.

Foreign currency

Items included in the financial statements of entities within the Group are measured using the currency of the primary economic environment in which the entity generates and expends cash ('the functional currency'). The consolidated financial statements are presented in Australian dollars, which is BlueScope Steel Limited's functional and presentation currency.

Transactions in foreign currencies are translated into the functional currency using the exchange rate prevailing at the transaction date. Monetary assets and liabilities denominated in foreign currencies are translated using the exchange rate at the reporting date. Non-monetary items measured in terms of historical cost in a foreign currency are translated at the exchange rate as at the date of the initial transaction. Foreign exchange gains and losses arising from translation are recognised in the income statement, except when deferred in equity as qualifying cash flow or net investment hedges, or where those gains or losses are attributable to part of the net investment in a foreign operation.

Notes to the consolidated financial statements

For the year ended 30 June 2025

On consolidation at the reporting date, the assets and liabilities of entities within the Group that have a functional currency different from the presentation currency, are translated into Australian dollars at the rate of exchange at the reporting date and the income statements are translated at the average exchange rate for the year. Exchange differences arising from the translation are recognised in other comprehensive income and in the foreign currency translation reserve in equity.

Goods and services tax (GST) / value added tax (VAT)

Revenues, expenses, liabilities and assets are recognised net of the amount of GST/VAT, unless the GST/VAT incurred is not recoverable from the tax authority. In this case, it is recognised as part of the cost of acquisition of the asset or as part of the expense. Receivables and payables are stated inclusive of the amount of GST/VAT receivable or payable.

Cash flows in the consolidated statement of cash flows are presented on a gross basis. The GST/VAT components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the taxation authority are presented as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST/VAT recoverable from, or payable to, a taxation authority.

Other accounting policies

Material and other accounting policies that summarise the measurement basis used and are relevant to an understanding of the financial statements, are provided throughout the notes to the consolidated financial statements.

The consolidated financial statements have been prepared using the same accounting policies as used in the financial statements for the year ended 30 June 2024. There were no significant changes in accounting policies during the year ended 30 June 2025 nor did the introduction of new accounting standards or amendments lead to any change in measurement or disclosure in the financial statements as described in note 33.1.

The notes to the consolidated financial statements

The notes to the consolidated financial statements include information which is material and relevant to the operations, financial position and performance of the Group. Information is considered material and relevant due to its size or nature, or the information is important for understanding current and future performance or significant changes in operations.

The notes to the consolidated financial statements have been organised into logical groupings to help users find and understand the information reported. Where possible, related information has been provided in the same place.

Key accounting judgements and estimates

The preparation of the financial statements requires management to exercise judgement in applying the Group's accounting policies. It also requires the use of estimates and assumptions that affect the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are material to the financial statements, are disclosed and highlighted in the following notes:

Accounting judgements and estimates	Note
Uncertain tax matters	Note 4 Income tax
Recognition and recoverability of deferred tax assets	Note 4 Income tax
Recognition and calculation of provisions	Note 10 Provisions
Determination of retirement benefit obligations	Note 11 Retirement benefit obligations
Estimation of the useful lives of property, plant and equipment	Note 12 Property, plant and equipment
Impairment of non-financial assets - carrying value assessment	Note 14 Carrying value of non-financial assets
Determining lease contract terms and lease components	Note 17 Leases
Fair value measurement of share-based payments	Note 27 Share-based payments

Notes to the consolidated financial statements

For the year ended 30 June 2025

Financial performance

This section provides information about the operating results and financial performance of the Group. It includes disclosure of segment financial information, revenue and other income, costs and expenses, taxes and earnings per share, including the accounting policies, and key accounting judgements and estimates relevant to understanding these areas.

1. Segment information

1.1 Description of segments

The Group has identified its operating segments based on the information that is regularly reviewed and used by the chief operating decision maker (Managing Director and Chief Executive Officer) for the purposes of allocating resources and assessing performance.

The following summary describes the operations of the Group's reportable segments, which comprise individually material operating segments and an aggregation of operating segments that have similar economic characteristics and satisfy the aggregation criteria.

Segment	Description
Australian Steel Products (ASP)	<ul style="list-style-type: none"> ASP produces and markets a range of high-value coated and painted flat steel products for Australian building and construction customers as well as providing a broader offering of commodity flat-steel products. Products are primarily sold to the Australian domestic market, with some volume exported. Key brands include zinc/aluminium alloy coated ZINCALUME® steel and galvanised and zinc/aluminium alloy-coated pre-painted COLORBOND® steel. Main manufacturing facilities are at Port Kembla (NSW) and Western Port (VIC). This operating segment also operates pipe and tube manufacturing, and a network of roll-forming and distribution sites throughout Australia, acting as a major steel product supplier to the building and construction, manufacturing, transport, agriculture and mining industries.
North Star BlueScope Steel	<ul style="list-style-type: none"> North Star BlueScope Steel is a low-cost regional supplier of hot rolled coil, based in Ohio (USA), serving automotive, construction and manufacturing end-use industries. North Star is highly efficient, operates at industry leading utilisation rates and is strategically located near its customers and in one of the largest scrap metal recycling regions of North America. This operating segment also includes BlueScope Recycling and Materials which is a full-service ferrous scrap metal recycler, primarily focussed on supplying North Star's scrap steel requirements. It has processing facilities in Waterloo (Indiana), Mansfield (Ohio) and Delta (Ohio), adjacent to the North Star facility.
Buildings and Coated Products North America	<ul style="list-style-type: none"> Leader in engineered building solutions, servicing the low-rise non-residential construction needs of customers from an engineering and manufacturing base in North America. This segment includes the coil paintings operation that extend nationally throughout BlueScope Coated Products (BCP). BCP is the second largest metal painter in the US, with seven facilities predominantly serving the commercial and industrial construction applications. This segment also includes Building Products North America, representing the US operations of the joint venture with Nippon Steel Corporation (NSC) and BlueScope Properties Group which develops industrial properties, predominantly warehouses and distribution centres.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

1. Segment information (Continued)

Segment	Description
Coated Products Asia	<ul style="list-style-type: none"> • Technology leader in metal coated and painted steel building products with a wide range of branded products that include pre-painted COLORBOND® steel, zinc/aluminium alloy-coated ZINCALUME® steel and the LYSAGHT® range of products. • This segment has an extensive footprint of metal coating, painting and steel building product operations in Thailand, Indonesia, Vietnam, Malaysia and India, primarily servicing the residential and non-residential building and construction industries across Asia. • This segment also aggregates the Building Products China operating segment, comprising metal coating, painting, Lysaght operations and engineered building solutions. • BlueScope operates in partnership with NSC across South East Asia and in India with Tata Steel. Both are joint ventures, with BlueScope controlling and therefore consolidating the joint venture with NSC, and jointly controlling and therefore equity accounting the joint venture with Tata Steel. These Southern Asian operating segments of the joint venture with NSC are aggregated in this segment, as is the interest in the Tata BlueScope joint venture.
New Zealand & Pacific Islands	<ul style="list-style-type: none"> • Consists of three primary business areas: New Zealand Steel, Pacific Steel and BlueScope Pacific Islands. • New Zealand Steel is the only steel producer in New Zealand, producing slab, billet, hot rolled coil and value added coated and painted products for both domestic and export markets across the Pacific region. Operations include the manufacture and distribution of the LYSAGHT® range of products in Fiji, New Caledonia and Vanuatu and rod and bar in Fiji. • Pacific Steel is the sole producer of long steel products such as rod, bar, reinforcing coil and wire in New Zealand. • This segment also includes the Waikato North Head ironsands mine which supplies ironsands to the Glenbrook Steelworks.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

1. Segment information (Continued)

1.2 Information about reportable segments

Performance of operating segments is based on EBIT, which represents earnings excluding the effects of Group financing (including interest expense and interest income) and income taxes, as these items are managed on a Group basis. Sales between segments are carried out at an arm's length basis and are eliminated on consolidation. The revenue from external parties is measured in a manner that is consistent with the consolidated statement of comprehensive income.

Segment assets and liabilities are measured in a manner consistent with the consolidated statement of financial position. Cash and liabilities arising from borrowings and leases are not considered to be segment assets and liabilities due to these being managed by the Group's centralised treasury function.

Segment information for the reportable segments for the year ended 30 June 2025 is as follows:

30 June 2025	Australian Steel Products \$M	North Star BlueScope Steel \$M	Buildings & Coated Products North America \$M	Coated Products Asia \$M	New Zealand & Pacific Islands \$M	Discontinued Operations \$M	Total \$M	Consolidated North America ¹ \$M
Segment sales revenue	6,952.7	3,702.2	3,327.9	1,923.7	862.4	-	16,768.9	6,997.3
Intersegment revenue	(316.0)	(32.8)	-	(15.2)	(152.1)	-	(516.1)	-
Sales revenue from external customers	6,636.7	3,669.4	3,327.9	1,908.5	710.3	-	16,252.8	6,997.3
Interest revenue							32.4	
Other revenue							41.6	
Total revenue							16,326.8	
Segment EBIT	260.0	257.9	(190.7)	142.3	(16.5)	9.6	462.6	65.1
<i>Comprises:</i>								
Raw materials and consumables expense - external	3,708.5	2,720.3	1,957.9	1,310.9	341.8	-	10,039.4	4,645.5
Depreciation and amortisation expense	349.8	145.2	86.2	86.2	45.0	-	712.4	231.4
Impairment expense	-	-	438.9	-	-	-	438.9	438.9
Share of profit / (loss) from associates and joint ventures	-	2.1	1.7	1.6	-	-	5.4	3.8
Segment assets	5,812.5	4,336.0	2,200.5	1,385.5	1,130.8	12.8	14,878.1	6,530.8
Segment liabilities	(1,417.8)	(519.0)	(506.2)	(465.2)	(283.3)	(2.6)	(3,194.1)	(1,022.4)
<i>Comprises:</i>								
Investments in associates and joint ventures	-	0.7	-	108.7	-	-	109.4	0.7
Additions to non-current assets ²	1,051.7	159.6	101.8	40.1	108.6	-	1,461.8	261.4

1. Consolidated North America is the total of North Star BlueScope Steel and Buildings and Coated Products North America. It is included to provide a summary of total North America operations.

2. Other than financial assets and deferred tax.

Notes to the consolidated financial statements

For the year ended 30 June 2025

1. Segment information (Continued)

30 June 2024	Australian Steel Products \$M	North Star BlueScope Steel \$M	Buildings & Coated Products North America \$M	Coated Products Asia \$M	New Zealand & Pacific Islands \$M	Discontinued Operations \$M	Total \$M	Consolidated North America ¹ \$M
Segment sales revenue	6,982.3	3,840.7	3,697.0	2,075.9	914.7	-	17,510.6	7,460.5
Intersegment revenue	(262.2)	(77.2)	-	(16.1)	(145.7)	-	(501.2)	-
Sales revenue from external customers	6,720.1	3,763.5	3,697.0	2,059.8	769.0	-	17,009.4	7,460.5
Interest revenue							56.7	
Other revenue							45.9	
Total revenue							17,112.0	
Segment EBIT	354.4	492.4	415.9	146.6	43.7	1.2	1,454.2	918.0
<i>Comprises:</i>								
Raw materials and consumables expense - external	3,963.4	2,648.4	2,055.8	1,412.7	376.6	-	10,456.8	4,626.9
Depreciation and amortisation expense	342.6	138.7	79.5	87.9	43.3	-	692.0	218.2
Share of profit / (loss) from associates and joint ventures	-	1.5	-	5.6	-	-	7.1	1.5
Segment assets	5,190.4	4,177.0	2,586.6	1,406.7	1,189.0	13.0	14,562.7	6,760.7
Segment liabilities	(1,377.5)	(509.3)	(555.2)	(497.3)	(270.9)	(2.8)	(3,213.0)	(1,062.4)
<i>Comprises:</i>								
Investments in associates and joint ventures	-	0.7	-	125.6	-	-	126.3	0.7
Additions to non-current assets ²	739.2	137.1	90.6	49.0	114.2	-	1,130.1	227.7

1. Consolidated North America is the total of North Star BlueScope Steel and Buildings and Coated Products North America. It is included to provide a summary of total North America operations.

2. Other than financial assets and deferred tax.

Notes to the consolidated financial statements

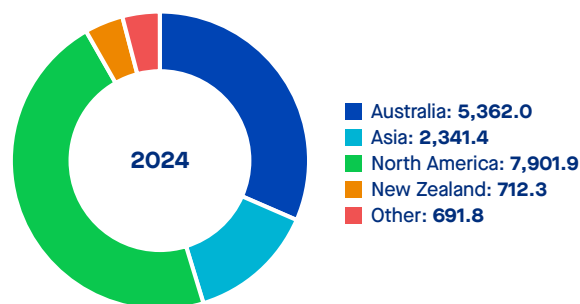
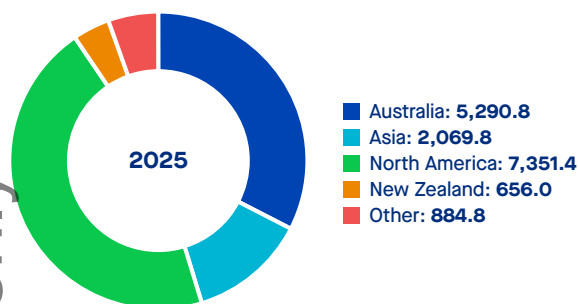
For the year ended 30 June 2025

1. Segment information (Continued)

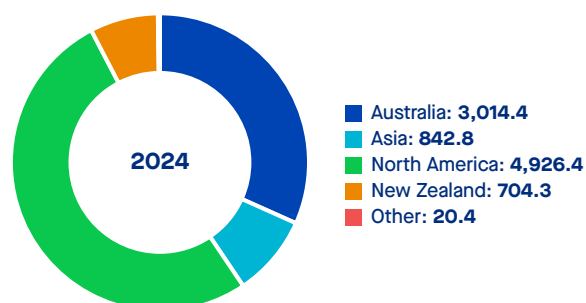
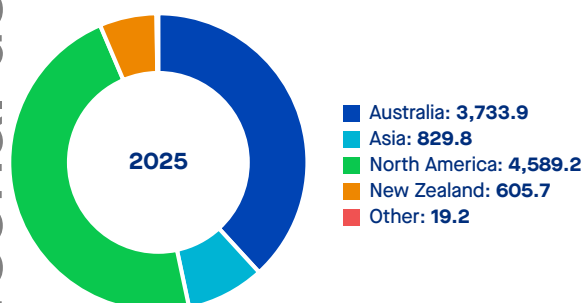
1.3 Geographical information

The Group's geographical regions are based on the location of markets and customers. Segment non-current assets exclude tax assets and are allocated based on where the assets are located.

Segment revenue from external customers (\$M)



Non-current assets (\$M)



1.4 Reconciliation segment information

A reconciliation of segment EBIT, assets and liabilities to the consolidated financial statements is as follows:

Segment EBIT

	Note	2025 \$M	2024 \$M
Total segment EBIT		462.6	1,454.2
Intersegment eliminations		(5.3)	22.1
Interest income	2	32.4	56.7
Finance costs	16.6, 17.3	(69.6)	(64.4)
Discontinued operations		(9.6)	(1.0)
Corporate operations		(161.5)	(200.3)
Profit before income tax from continuing operations		249.0	1,267.3

Notes to the consolidated financial statements

For the year ended 30 June 2025

1. Segment information (Continued)

Segment assets

	Note	2025 \$M	2024 \$M
Segment assets		14,878.1	14,562.7
Intersegment eliminations		(230.6)	(230.7)
Unallocated:			
Deferred tax assets	4.2	69.9	61.4
Cash	15.1	857.6	1,085.5
Accrued interest receivable		0.1	2.6
Corporate operations		205.9	196.5
Total assets		15,781.0	15,678.0

Segment liabilities

	Note	2025 \$M	2024 \$M
Segment liabilities		3,194.1	3,213.0
Intersegment eliminations		(224.1)	(229.5)
Unallocated:			
Borrowings	16	279.7	185.2
Lease liabilities	17.2	606.3	536.3
Current tax liabilities		35.2	13.9
Deferred tax liabilities	4.2	470.6	513.6
Accrued borrowing costs payable		2.1	2.8
Corporate operations		144.4	157.2
Total liabilities		4,508.3	4,392.5

2. Revenue

	2025 \$M	2024 \$M
Sales revenue from contracts with customers	16,252.8	17,009.4
Other revenue	41.6	45.9
Revenue from continuing operations	16,294.4	17,055.3
Interest revenue	32.4	56.7
Total revenue	16,326.8	17,112.0

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Notes to the consolidated financial statements

For the year ended 30 June 2025

2. Revenue (Continued)

2.1 Disaggregation of sales revenue from contracts with customers

30 June 2025	Australian Steel Products \$M	North Star BlueScope Steel \$M	Buildings & Coated Products North America \$M	Coated Products Asia \$M	New Zealand & Pacific Islands \$M	Discontinued Operations \$M	Total \$M
External sales revenue recognition							
Point in time	6,636.7	3,669.4	1,708.2	1,487.0	710.3	-	14,211.6
Over time	-	-	1,619.7	421.5	-	-	2,041.2
Total external sales revenue	6,636.7	3,669.4	3,327.9	1,908.5	710.3	-	16,252.8
External sales revenue by destination							
Australia	5,282.6	-	-	8.2	-	-	5,290.8
Asia	218.1	-	-	1,851.7	-	-	2,069.8
North America	341.6	3,669.4	3,327.9	12.5	-	-	7,351.4
New Zealand	25.8	-	-	-	630.2	-	656.0
Other	768.6	-	-	36.1	80.1	-	884.8
Total external sales revenue	6,636.7	3,669.4	3,327.9	1,908.5	710.3	-	16,252.8
External sales revenue by category							
Steelmaking products	1,745.7	3,476.4	-	-	66.9	-	5,289.0
Building products	4,409.1	-	1,563.1	1,487.0	643.4	-	8,102.6
Engineered building solutions	-	-	1,619.7	421.5	-	-	2,041.2
Other	481.9	193.0	145.1	-	-	-	820.0
Total external sales revenue	6,636.7	3,669.4	3,327.9	1,908.5	710.3	-	16,252.8
30 June 2024							
External sales revenue recognition							
Point in time	6,720.1	3,763.5	1,868.9	1,471.4	769.0	-	14,592.9
Over time	-	-	1,828.1	588.4	-	-	2,416.5
Total external sales revenue	6,720.1	3,763.5	3,697.0	2,059.8	769.0	-	17,009.4
External sales revenue by destination							
Australia	5,354.5	-	-	7.5	-	-	5,362.0
Asia	328.3	-	-	2,013.2	-	-	2,341.5
North America	438.6	3,763.5	3,697.0	2.8	-	-	7,901.9
New Zealand	23.6	-	-	-	688.6	-	712.2
Other	575.1	-	-	36.3	80.4	-	691.8
Total external sales revenue	6,720.1	3,763.5	3,697.0	2,059.8	769.0	-	17,009.4
External sales revenue by category							
Steelmaking products	1,786.8	3,576.6	-	0.2	62.9	-	5,426.5
Building products	4,518.8	-	1,770.4	1,471.2	706.1	-	8,466.5
Engineered building solutions	-	-	1,828.1	588.4	-	-	2,416.5
Other	414.5	186.9	98.5	-	-	-	699.9
Total external sales revenue	6,720.1	3,763.5	3,697.0	2,059.8	769.0	-	17,009.4

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Notes to the consolidated financial statements

For the year ended 30 June 2025

2. Revenue (Continued)

2.2 Assets and liabilities related to contracts with customers

	2025 \$M	2024 \$M
Current contract assets		
Engineered building solutions	132.7	109.9
Total current contract assets	132.7	109.9
Current contract liabilities		
Customer deposits received in advance of work performed	210.0	218.2
Service warranties	0.9	0.9
Total current contract liabilities	210.9	219.1
Non-current contract liabilities		
Service warranties	7.8	7.9
Total non-current contract liabilities	7.8	7.9

There have been no contract assets recognised from costs to fulfil a contract.

2.3 Recognition and measurement

Sales revenue from contracts with customers

The Group's revenue arises primarily from the sale of flat and long steel products, coated and painted metal products and steel buildings and building materials. The Group also provides design, construction and installation services in our Buildings businesses. Other than the provision of service warranties, the Group's performance obligations are typically satisfied within one year or less.

Sales revenue from contracts with customers is measured at the fair value of the consideration expected to be received and is presented net of returns, trade allowances, discounts, rebates and amounts collected on behalf of third parties. Variable consideration is estimated using the 'most likely amount method' for contracts with a single volume threshold and the 'expected value method' for contracts with more than one volume threshold.

Steelmaking products

Steelmaking includes production of flat steel products, including hot rolled coil, cold rolled coil and plate within Australia, North America and New Zealand, as well as long products, slab and billet, in New Zealand. Products are primarily sold to the local markets, with some exports from Australian Steel Products, New Zealand and Pacific Islands.

Revenue from the sale of steelmaking products is recognised when control of the goods has passed to the customer, the associated costs and possible returns of goods can be estimated reliably, there is no continuing management involvement with the goods, and there is a high probability that a significant reversal in the revenue recognised will not occur. The timing of the transfer of control varies depending on the individual terms of the sales agreement. For most sales, this occurs when the product is delivered to the customer, with the performance obligation being satisfied at that point in time.

Building products

Building products revenue is derived from the sale of value-added metallic coated and painted steel products across Australia, New Zealand, Asia and North America. Revenue is recognised for the sale of value-added products when control has passed to the customer, generally when the product is delivered to the customer, with the performance obligation being satisfied at that point in time.

Engineered building solutions

Revenue from engineered building solutions is generated from bespoke design-supply-and-install services, as well as pre-fabricated building sales, to the low-rise non-residential construction market in North America and China. Under this revenue stream, customer contracts include multiple interrelated goods and services (e.g. design, materials, construction and/or installation services), which are combined in a single performance obligation.

Revenue for these arrangements is recognised over time as the performance obligation is being satisfied. The input method is used for measuring progress towards completion of a performance obligation, whereby the amount of revenue recognised is based on the percentage of costs incurred for work performed to date, relative to the total costs expected to be to be incurred in satisfying that performance obligation.

Notes to the consolidated financial statements

For the year ended 30 June 2025

2. Revenue (Continued)

Other – scrap sales and industrial properties sales

Includes scrap sales within Australian Steel Products and North Star. Revenue is recognised at a point in time upon delivery of the product to the customer.

Also includes industrial property sales (warehouses and distribution centres) within Buildings and Coated Products North America as transacted by the BlueScope Properties Group. Revenue is recognised at the time of settlement when title passes to the customer as per the sale and purchase agreement.

Service warranties

The North American Buildings and Building Product businesses offer service warranties to customers, ranging from 5 to 30 years. These service warranties are treated as a separate performance obligation with revenue from premiums recognised over the warranty period.

Interest and other revenue

Interest revenue is recognised on a time proportion basis using the effective interest method, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial instrument to the net carrying amount of the financial asset.

Other revenue primarily includes rental income earned under leases and is recognised on a straight-line basis over the term of the lease. The balance of other revenue relates to various other miscellaneous revenue items.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

3. Expenses and other income

3.1 Expenses

	Note	2025 \$M	2024 \$M
Changes in inventories of finished goods and work in progress		207.4	(78.7)
Raw materials and consumables used		10,039.4	10,456.8
Employee benefits expense		2,507.6	2,483.7
Depreciation and amortisation expense	12, 13, 17.1	713.9	692.9
Freight on external despatches		806.7	784.8
External services		993.2	1,039.1
Other expenses		435.3	526.1
Total expenses		15,703.5	15,904.7

3.2 Other income

	2025 \$M	2024 \$M
Carbon permit income	111.6	107.7
Energy certificates income	1.3	2.2
Government grants	6.8	5.7
Insurance recoveries	4.8	0.6
Net gain on sale of subsidiaries	-	1.1
Net foreign exchange gains	4.3	-
Total other income	128.8	117.3

Carbon permit income

Carbon permit income arises from the receipt of emission unit permits under different national greenhouse gas (GHG) emissions reduction schemes. The majority is attributable to the New Zealand Government's Emissions Trading Scheme (ETS) where units are granted on a calendar year basis, recorded as intangible assets or inventory at their fair value, with a corresponding entry to deferred income, and income is recognised based on production outputs across the period.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

4. Income tax

4.1 Income tax expense

	Note	2025 \$M	2024 \$M
(i) Income tax expense recognised in profit or loss			
Current tax		134.6	284.0
Deferred tax		(57.1)	31.4
Temporary difference on net investments in foreign subsidiaries	19.1	(1.2)	(0.3)
Adjustments for current tax of prior periods		(6.7)	5.0
Total income tax expense		69.6	320.1
<i>Income tax expense is attributable to:</i>			
Continuing operations		69.6	320.1
Discontinued operations		-	-
Total income tax expense		69.6	320.1
(ii) Reconciliation of prima facie tax expense in income tax expense			
Profit from continuing operations before income tax expense		249.0	1,267.3
Profit from discontinued operations before income tax expense		9.6	1.0
Profit before income tax		258.6	1,268.3
Tax at the Australian tax rate of 30.0% (2024: 30.0%)		77.6	380.5
Effect of different tax rates in foreign jurisdictions		(15.5)	(75.8)
Adjustments for current tax of prior periods		(6.7)	5.0
<i>Tax effect of amounts which are not deductible / (taxable):</i>			
Withholding tax		12.2	10.8
Non-tax effected (gains)		(20.5)	(30.6)
Share of net profits of associates and joint ventures		(0.4)	(1.4)
Sundry items		(1.4)	5.1
Tax losses and temporary differences not recognised		9.0	3.2
Tax losses and temporary differences now recognised		15.3	23.3
Income tax expense		69.6	320.1

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Notes to the consolidated financial statements

For the year ended 30 June 2025

4. Income tax (Continued)

	Note	2025 \$M	2024 \$M
(iii) Income tax relating to items in other comprehensive income			
Net gain / (loss) in cash flow hedges		(0.7)	0.3
Actuarial gains in defined benefit and retirement plans		1.3	3.6
Total movement in deferred tax recognised in other comprehensive income		0.6	3.9
Temporary difference on net investments in foreign subsidiaries	19.1	1.2	0.3
Income tax recognised in other comprehensive income		1.8	4.2
(iv) Income tax recognised directly in equity			
Excess tax deductions for share-based payments on share awards	18.2	0.3	(1.7)
Income tax recognised directly in equity		0.3	(1.7)

Income tax expense for the year was \$69.6M, resulting in an effective tax rate of 27.5% (excluding the impact of net profits of associates and joint ventures). The Group's effective tax rate is lower than the Australian 30% statutory tax rate primarily due to lower tax rates in North America and Asia and the recognition of temporary differences during the year.

4.2 Deferred tax assets and liabilities

	Deferred tax assets		Deferred tax liabilities	
	2025 \$M	2024 \$M	2025 \$M	2024 \$M
The balance comprises temporary differences attributable to:				
Employee benefits provision	17.1	20.8	(113.0)	(122.1)
Other provisions	8.6	8.6	(57.3)	(57.5)
Property, plant and equipment	8.3	12.6	559.0	545.7
Foreign exchange (gains) / losses	-	-	20.5	19.0
Intangible assets	(5.5)	(5.4)	43.5	131.7
Inventory	11.6	13.1	18.1	23.9
Tax losses	19.2	32.6	(8.1)	(20.3)
Other	10.6	(20.9)	7.9	(6.8)
Total	69.9	61.4	470.6	513.6

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Notes to the consolidated financial statements

For the year ended 30 June 2025

4. Income tax (Continued)

	2025 \$M	2024 \$M
Recognised deferred tax balances:		
Deferred tax asset	69.9	61.4
Deferred tax liability	470.6	513.6
Net deferred tax liability	400.7	452.2
Net deferred tax liability movements:		
Opening balance at 1 July	452.2	419.0
Charged / (credited):		
Amount expensed / (credited) to profit or loss	(57.1)	31.4
Amount expensed to other comprehensive income	0.6	3.9
Exchange differences	5.0	(2.1)
Closing balance as at 30 June	400.7	452.2

4.3 Unrecognised deferred tax assets and liabilities

	2025 \$M	2024 \$M
Unrecognised deferred tax liabilities:		
Temporary difference relating to investment in subsidiaries	157.2	169.4
Potential tax effect	16.3	17.4
Unrecognised deferred tax assets:		
Deductible temporary differences	326.5	328.9
Unused tax losses	22.0	37.8
Potential tax effect	94.5	97.4

Overseas subsidiaries have undistributed earnings, which, if paid out as dividends, would be subject to withholding tax. An assessable temporary difference exists, however no deferred tax liability has been recognised as the parent entity is able to control the timing of distributions from its subsidiaries and is not expected to distribute these profits in the foreseeable future.

Unrecognised deferred tax assets for the Group totalling \$94.5M (2024: \$97.4M) in respect of temporary differences and unused tax losses have not been recognised as they are not probable of realisation.

Unused tax losses relate to entities in Indonesia and China. Unused losses in China expire after 5 years of being incurred.

4.4 Recognition and measurement

Income tax expense in the consolidated statement of comprehensive income comprises current and deferred tax, except to the extent that it relates to items recognised directly in equity or in other comprehensive income, in which case it is also recognised directly in equity or other comprehensive income, respectively.

Current taxes

The income tax expense or benefit for the year is the tax payable on the current period taxable income using tax rates enacted or substantively enacted at the reporting date in the countries where the Group operates, and generates taxable income, and any adjustment to tax payable with respect to prior years.

Notes to the consolidated financial statements

For the year ended 30 June 2025

4. Income tax (Continued)

Deferred taxes

Deferred tax assets and liabilities are recognised for temporary differences between the carrying amounts of assets and liabilities and the tax base. Deferred tax assets and liabilities are determined using tax rates (and laws) that have been enacted or substantially enacted by the end of the reporting period and are expected to apply when the related deferred income tax asset is realised or the deferred income tax liability is settled. Deferred tax assets and liabilities are offset when deferred tax balances relate to the same taxation authority and there is a legally enforceable right to offset current tax assets and liabilities.

Deferred tax assets and liabilities are not recognised if the temporary difference arises from the initial recognition of goodwill in a business combination or the initial recognition of an asset or liability in a transaction (other than from a business combination or the adoption of a new accounting standard) that at the time of the transaction affects neither accounting nor taxable profit.

Furthermore, deferred tax assets and liabilities are not recognised for temporary differences between the carrying amount and tax bases of investments in foreign operations where the Company is able to control the timing of the reversal of the temporary differences and it is probable that the differences will not reverse in the foreseeable future. For the current year a \$1.2M deferred tax expense, relating to investments in foreign operations, was recognised in other comprehensive income (2024: \$0.3M).

Deferred tax assets are recognised for deductible temporary differences and unused tax losses only if it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

OECD Pillar Two Model Rules

The Group is within the scope of the Organisation of Economic Co-operation and Development's (OECD) Pillar Two framework that has been enacted in Australia and many of the jurisdictions in which the Group operates, including Japan, South Korea, Malaysia, Vietnam, South Africa and New Zealand. The Australian Pillar Two legislation (which applies to the Company as the ultimate parent entity) applies the Income Inclusion Rule (IIR) and Qualifying Domestic Minimum Top-up Tax (QDMTT) to income years commencing on or after 1 January 2024 and the Undertaxed Profits Rule (UTPR) to income years commencing on or after 1 January 2025.

The current tax arising under the IIR and QDMTT for the current year is not material. This is on the basis that the transitional safe harbour thresholds are expected to be met for jurisdictions in which BlueScope operates, except for Mexico and Thailand. The Group has determined that Mexico requires no top-up tax and that Thailand's top-up tax, which will be borne by the Company under the IIR, is trivial. As the company is not controlled by any other entity, the Group has no exposure to the UTPR in future periods.

The Group has and will continue to apply the mandatory temporary exception in AASB 112 Income Taxes to not recognise or disclose information about deferred tax assets and liabilities related to Pillar Two income taxes.

4.5 Key accounting judgements and estimates

Uncertain tax matters

The Group is subject to income taxes in Australia and foreign jurisdictions and as a result the calculation of the Group's tax payable involves estimation and judgement, including assumptions made in respect of the application of tax legislation. There are transactions and calculations for which the ultimate tax determination is uncertain.

Where the final tax outcome of these matters is different from the amounts that were initially recorded, these differences will impact the current and deferred tax provisions in the period in which the determination is made.

Recognition and recoverability of deferred tax assets

Deferred tax assets are recognised for deductible temporary differences and unused tax losses only if it is probable that future forecast taxable profits are available to utilise those temporary differences and losses, and the tax losses continue to be available having regard to the relevant tax legislation associated with their recoupment. Judgement is required to determine the amount of deferred tax assets that can be recognised, based upon the likely timing and the level of probable future taxable profits.

Notes to the consolidated financial statements

For the year ended 30 June 2025

5. Earnings per share

	Basic		Diluted	
	2025	2024	2025	2024
	Cents	Cents	Cents	Cents
Continuing operations	16.9	179.7	16.8	178.4
Discontinued operations	2.2	0.3	2.2	0.3
Earnings per share	19.1	180.0	19.0	178.7

5.1 Earnings used in calculating earnings per share

	2025	2024
	\$M	\$M
Continuing operations	74.2	804.6
Discontinued operations	9.6	1.1
Profit used in calculating basic earnings per share	83.8	805.7

5.2 Weighted average number of shares used as the denominator

	2025	2024
	Number	Number
Weighted average number of ordinary shares (basic)	438,894,493	447,656,053
Weighted average number of share rights	3,178,504	3,285,020
Weighted average number of ordinary and potential ordinary shares (diluted)	442,072,997	450,941,073

5.3 Calculation of earnings per share

Basic earnings / (loss) per share

Calculated as net profit / (loss) attributable to the owners of the Company divided by the weighted average number of ordinary shares outstanding during the year.

Diluted earnings / (loss) per share

Calculated by dividing the net profit / (loss) attributable to the owners of the Company by the weighted average number of ordinary shares outstanding during the year, plus the weighted average number of ordinary shares that would be issued upon the conversion of all dilutive potential ordinary shares into ordinary shares. Dilution arises as a result of the employee reserved shares issued under the employee share plan being accounted for as in-substance options and unvested restricted shares.

Notes to the consolidated financial statements

For the year ended 30 June 2025

Working capital

This section provides information about the Group's working capital and provisions, including the accounting policies and key accounting judgements and estimates relevant to understanding these areas.

6. Trade and other receivables

	Note	2025		2024	
		Current \$M	Non-current \$M	Current \$M	Non-current \$M
Trade receivables		1,651.1	-	1,524.9	-
Loss allowance for trade receivables	6.1	(33.8)	-	(40.8)	-
Total trade receivables		1,617.3	-	1,484.1	-
Workers compensation receivables	10.2	-	26.8	-	26.6
Sale of receivables	6.3	38.3	-	35.2	-
Other receivables		92.3	8.6	73.1	9.1
Total other receivables		130.6	35.4	108.3	35.7
Total trade and other receivables		1,747.9	35.4	1,592.4	35.7

6.1 Loss allowance for trade and other receivables

	2025 \$M	2024 \$M
As at 1 July	40.8	29.2
Additional loss allowance recognised	6.6	21.6
Amounts used during the year	(3.5)	(2.5)
Unutilised loss allowance written back	(11.8)	(6.7)
Exchange differences	1.7	(0.8)
Total loss allowance for trade and other receivables	33.8	40.8

6.2 Past due but not impaired

	2025 \$M	2024 \$M
Within 30 days	114.9	131.5
31 - 60 days	16.7	17.3
61 - 90 days	3.7	1.0
Total	135.3	149.8

Nil non-current receivables are impaired or past due.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

6. Trade and other receivables (Continued)

6.3 Transferred financial assets that are derecognised

The Group has receivables securitisation programs totalling \$395.9M (2024: \$395.1M) that mature in September 2025 (\$45.9M), May 2026 (\$50.0M) and September 2026 (\$300.0M). These programs involve the sale of relevant trade receivables across Australian Steel Products and North Star BlueScope Steel. The business services the programs and collects cash from its customers on behalf of the program provider for which a fee is received.

Relevant trade receivables under the receivables securitisation programs are required to be derecognised in their entirety, when the contractual rights to the cash flows from the trade receivables have expired or are transferred. The Group maintains a continuing involvement in the derecognised financial assets by virtue of reserving requirements under the programs. The maximum exposure to loss for the Group from its continuing involvement is \$38.3M which is determined by the amount of reserves funded by BlueScope, less customer collections during the month. Interest income and service fees earned were \$10.8M (2024: \$13.2M). Total costs from selling the receivables and running the programs were \$32.1M (2024: \$35.8M), presented within other expenses in the consolidated statement of comprehensive income.

In the event bad or doubtful debts exceeding a specified limit, the Group is required to recognise the trade receivables on the balance sheet. Under these securitisation programs, the program provider is exposed to the first loss and to qualify for derecognition bad or doubtful debts must not exceed the first loss limit. Current experience and bad debt history is below this level. In the event this limit is exceeded, the Group would have to recognise the trade receivable on the balance sheet with the program recorded as borrowings.

The carrying amount of trade receivables derecognised as at 30 June 2025 is \$374.8M (2024: \$376.4M) which is reflected in a decrease in trade receivables of \$158.6M (2024: \$155.6M), and an increase in sundry payables of \$254.5M (2024: \$256.0M) offset by a \$38.3M (2024: \$35.2M) increase in sundry receivables which approximates fair value.

6.4 Recognition and measurement

Trade receivables not included in securitisation programs are held in a business model to collect contractual cash flows which are solely payments of principal and interest on the principal amounts outstanding. These trade receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest rate method, less allowance for expected credit losses. Trade receivables are generally due for settlement within 30 to 90 days.

Loss allowance for trade receivables and contract assets

The Group recognises a loss allowance for expected credit losses (ECLs) associated with trade receivables and contract assets using the simplified approach, based on lifetime expected credit losses. ECLs are based on the difference between the contractual cash flows due under a contract and the cash flows that the Group expects to receive. The Group calculates loss allowances using a provision matrix that is based on the Group's historically observed credit loss experience and risk of default, adjusted for current and any forward-looking factors specific to the debtors and the economic environment.

Customer credit risk is managed by each business in accordance with the procedures and controls set out in the Group's credit risk management policy. Credit limits are established for all customers based on external and internal credit rating criteria and letters of credit or other forms of credit insurance cover are obtained where appropriate.

The Group assesses the recoverability of receivables continuously and debts are written off when there is no reasonable expectation of recovery. Where there is objective evidence that amounts due may not be received, specific allowances are recognised. Indicators that amounts due may not be received include financial difficulties of the debtor, probability that the debtor will enter bankruptcy or financial reorganisation, and default or delinquency in payments.

The amount of the loss allowance is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the original effective interest rate. Cash flows relating to current receivables are not discounted if the effect of discounting is immaterial.

Notes to the consolidated financial statements

For the year ended 30 June 2025

7. Inventories

	2025		2024	
	Current	Non-current	Current	Non-current
	\$M	\$M	\$M	\$M
At lower of cost and net realisable value:				
Raw materials and stores	1,092.1	-	994.4	-
Work in progress	852.0	-	859.2	-
Finished goods	828.9	-	969.9	-
Spares and other	295.1	91.3	362.7	87.2
Total inventories	3,068.1	91.3	3,186.2	87.2

During the year, \$16.1M (2024: \$37.4M expense) was recognised as a write-back for inventories carried at net realisable value. The write-back has been included in 'raw materials and consumables used' in the consolidated statement of comprehensive income.

7.1 Recognition and measurement

Raw materials and stores, work in progress and finished goods are stated at the lower of cost and net realisable value. Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs to sell.

Cost comprises direct materials, direct labour and an appropriate proportion of variable and fixed overhead expenditure, the latter being allocated on the basis of normal operating capacity. Cost includes the transfer from equity of any gains/losses on qualifying cash flow hedges relating to purchases of raw materials. Costs are assigned to inventory on the basis of weighted average costs. Costs of purchased inventory are determined after deducting rebates and discounts.

Raw materials and stores

Raw materials comprise of acquired products that are further processed into saleable products during the production process. Stores comprise of inventories that will be utilised in the production process.

Work in progress

Work in progress comprise of inventories that are not in a finished state for sale but have had some value added to them or have had their physical properties altered by a manufacturing process.

Finished goods

Finished goods comprise of inventory that is held for sale and is the output from the production processes.

Spares and other

Spares consist of consumable and maintenance spare parts when they do not meet the definition of property, plant and equipment and other comprise of real estate inventories in North America. Any amount that is not expected to be utilised or sold within 12 months after the reporting date are classified as non-current.

Notes to the consolidated financial statements

For the year ended 30 June 2025

8. Operating intangible assets

	2025 Non-current \$M	2024 Non-current \$M
Emission unit (EU) permits	117.6	285.1
Australian carbon credit units	23.2	14.1
Energy certificates	2.8	3.7
Total operating intangible assets	143.6	302.9

8.1 Recognition and measurement

Emission unit (EU) permits

Emission unit (EU) permits, held for surrender, are classified as operating intangible assets and are carried at cost. Intangible EU assets are not amortised as the economic benefits are realised from surrendering the rights to settle obligations arising from the emissions trading scheme. Emission units, held for surrender, are presented as current when they meet the held-for-sale criteria. As at 30 June 2025, all emission unit permits held for surrender are considered non-current.

9. Trade and other payables

	Note	2025		2024	
		Current \$M	Non-current \$M	Current \$M	Non-current \$M
Trade payables		1,588.5	-	1,542.0	-
Sale of receivables	6.3	254.5	-	256.0	-
Other payables		172.0	19.0	163.9	24.4
Total trade and other payables		2,015.0	19.0	1,961.9	24.4

9.1 Recognition and measurement

Trade and other payables are all classified as financial liabilities held at amortised cost and represent liabilities for goods and services provided to the Group which are unpaid at the reporting date. The amounts are unsecured and are usually paid within 30 to 62 days of recognition.

The carrying value of trade and other payables is considered to approximate fair value due to the short-term nature of the payables.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

10. Provisions

	2025		2024	
	Current \$M	Non-current \$M	Current \$M	Non-current \$M
Annual leave	132.4	-	135.5	-
Long service leave	126.4	18.9	126.9	16.2
Redundancy	1.2	-	1.3	0.3
Other employee benefits	187.9	22.3	265.3	19.1
Restructure	6.5	4.2	3.0	4.7
Product claims	25.6	29.1	29.9	30.8
Workers compensation	20.3	86.8	15.4	85.0
Restoration and rehabilitation	2.3	50.9	0.8	48.8
Carbon emissions	37.7	-	36.4	-
Other	27.4	4.1	22.8	3.5
Total provisions	567.7	216.3	637.3	208.4

10.1 Movements in provisions

Movement in significant provisions, other than employee benefits, are set out below.

30 June 2025 (\$M)	Restructure	Product claims	Workers compensation	Restoration & rehabilitation	Carbon emissions	Other
Current and non-current						
Carrying amount at the start of the year	7.7	60.7	100.4	49.6	36.4	26.3
Additional provisions recognised	3.4	18.2	32.0	2.8	73.0	13.4
Unutilised provisions written back	-	(2.0)	(1.9)	(1.8)	-	(1.8)
Amounts used during the year	(1.2)	(23.4)	(25.8)	(0.9)	(73.1)	(6.4)
Exchange differences	0.1	1.2	0.1	0.3	1.4	-
Transfers	0.5	-	-	(0.5)	-	-
Asset additions	-	-	-	4.3	-	-
Unwinding of discount	0.2	-	2.3	(0.6)	-	-
Carrying amount at the end of the year	10.7	54.7	107.1	53.2	37.7	31.5

10.2 Recognition and measurement

Provisions are recognised when the Group has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation and the amount can be reliably estimated. Provisions are not recognised for future operating losses. Where the Group expects some or all of a provision to be reimbursed, for example under an insurance contract, the reimbursement is recognised as a separate asset but only when the reimbursement is virtually certain.

Annual leave and long service leave

The liability for annual leave and long service leave is measured as the present value of expected future payments to be made in respect of services provided by employees. Consideration is given to expected future wage and salary levels, including on-costs, experience of employee departures and periods of service. Expected future payments are discounted using market yields on high quality corporate bonds other than New Zealand where Government bonds are used, with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Notes to the consolidated financial statements

For the year ended 30 June 2025

10. Provisions (Continued)

Amounts not expected to be settled within 12 months for current leave provisions

The current provision for long service leave includes all unconditional entitlements where employees have completed the required period of service. The Group does not have an unconditional right to defer settlement, so the entire annual leave amount and vested portion of long service leave are presented as current. However, based on past experience, the Group does not expect all employees to take the full amount of accrued annual leave and long service leave or require payment within the next 12 months. Current annual leave and long service leave obligation expected to be settled after 12 months is \$102.5M (2024: \$117.1M).

Redundancy or termination benefits

Liabilities for termination benefits, not in connection with a business combination or the closure of an operation, are recognised when the Group is demonstrably committed to either terminating the employment of current employees according to a formal plan without possibility of withdrawal, or providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits falling due more than 12 months after the end of the reporting period are discounted to present value.

The employee redundancy provision balance reflects a range of internal reorganisations. All redundancies are expected to take effect within 12 months of the reporting date.

Other employee benefits - short-term incentive plans

The Group recognises a liability and an expense for short-term incentive plan payments to be made to employees. The Group recognises a provision where past practice and current performance indicates that a probable constructive obligation exists. This is recorded in other employee benefits.

Restructuring costs

Liabilities arising directly from undertaking a restructuring program, defined as the closure of an operating site, are recognised when a detailed plan of the restructuring activity has been developed and implementation of the restructuring program as planned has commenced, by either entering into contracts to undertake the restructuring activities or making a detailed announcement such that affected parties are in no doubt the restructuring program will proceed.

The provision primarily relates to the Australian Steel Products segment to cover estimated future costs of site closures which are to be utilised over various terms up to a maximum period of 8 years.

Product claims

Provision for claims is based on modelled data combining sales volumes with past experiences of repair and replacement levels in conjunction with any specifically identified product faults.

Workers compensation

In Australia and North America, the Company is a registered self-insurer for workers compensation. Provisions are recognised based on calculations performed by an external actuary in relation to the expectation of future events. A contingent liability exists in relation to guarantees given to various state workers compensation authorities, due to self-insurance prerequisites (refer to note 25.1).

For the Group, an actuarially determined asset of \$26.8M (2024: \$26.6M) has been recognised for expected future reimbursements associated with workers compensation recoveries from third parties. This amount is included in non-current other receivables (refer to note 6) as there is no legal right offset against the workers compensation provision.

Restoration and rehabilitation

Restoration and rehabilitation provisions include \$9.6M (2024: \$10.1M) for New Zealand Steel in relation to its operation of its iron sands mine in Waikato North Head. The provision has been classified as non-current as the timing of payments to remedy the site will not be made until cessation of operation which is not expected in the near future.

The balance of the provision primarily relates to leased sites that require rectification and restoration work at the end of their respective lease periods, primarily within the Australian Steel Products Segment for \$34.8M (2024: \$30.3M).

Recognising restoration, remediation and rehabilitation provisions requires assumptions to be made as to the application of environmental legislation, site closure dates, available technologies and engineering cost estimates. These uncertainties may result in future actual expenditure differing from the amounts currently provided.

Notes to the consolidated financial statements

For the year ended 30 June 2025

10. Provisions (Continued)

Carbon emissions

The Group is a participant in the New Zealand Government's Emissions Trading Scheme (ETS). A provision for carbon emissions is recognised, measured at the carrying amount of Emission Units (EUs) that will be surrendered to settle the emissions liability.

ETS costs passed through from suppliers are included as part of the underlying cost of the good or service rendered. The liability is either included within trade creditors or recorded as an emissions liability within the carbon provision account when an agreement has been reached with the supplier to settle the ETS cost by transferring EUs.

When EUs are delivered to the government or a third party, the EU asset along with the corresponding carbon provision is derecognised from the consolidated statement of financial position.

Other

ACCC civil cartel proceedings

In August 2019 the Australian Competition and Consumer Commission (ACCC) commenced civil proceedings against BlueScope and one of its former employees alleging attempts to induce contraventions of Australian competition law. On 9 December 2022, the Federal Court found against BlueScope and its former employee.

At the year end 30 June 2023, in the absence of a final determination of the matter, BlueScope recognised a provision for an estimate of penalty and legal costs of \$45.0M. On 29 August 2023, a penalty of \$57.5M was awarded against BlueScope and the existing provision was increased to reflect the full amount of the penalty, which was subsequently paid.

In September 2023 BlueScope filed an appeal, which was heard in August 2024. If BlueScope is successful in its appeal, it may have the whole of the liability decision set aside (in which case the full penalty amount will be recoverable) or some of contraventions overturned (in which case the size of the penalty may be reduced).

10.3 Key accounting judgements and estimates

Recognition and calculation of provisions

Provisions are measured at the present value of management's best estimate of the expenditure required to settle the present obligation at the end of the reporting period. The discount rate used to determine the present value is a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability. The increase in the provision due to the passage of time is recognised as interest expense.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

11. Retirement benefit obligations

11.1 Defined contribution plans

The Group makes superannuation contributions to defined contribution funds in respect of the entity's employees located in Australia and other countries. These are fixed contributions recognised as an expense as they become payable, with the Group's legal obligation limited to these contributions. For the current year the amount recognised as an expense was \$156M (2024: \$141.8M).

11.2 Defined benefit plans

Country	Fund type	Description
New Zealand	Pension Fund and Retirement Savings Plan (closed to new participants)	New Zealand employees are members of the New Zealand Steel Pension Fund.
USA	Pension Plan (closed to new participants)	Certain BlueScope Coated Products (BCP) employees are members of two pension plans (BCP Pension Fund).

Defined benefit funds provide defined lump sum benefits based on an employee's years of service and salary. Actuarial assessments of the defined benefit funds are made at no more than three-yearly intervals, with summary assessments performed annually. The last formal actuarial assessments for the New Zealand Steel Pension Fund and for the BCP Pension Fund were made as at 30 June 2025.

The average duration of New Zealand defined benefit plan obligation is 10.0 years (2024: 11.0 years). The net liability is not immediately payable. Any plan surplus will be realised through reduced future Group contributions.

	New Zealand Pension Fund		BCP Pension Fund		Total	
	2025	2024	2025	2024	2025	2024
	\$M	\$M	\$M	\$M	\$M	\$M
Present value of the defined benefit obligation	(241.8)	(240.7)	(14.6)	(15.1)	(256.4)	(255.8)
Fair value of defined benefit plan assets	238.8	234.4	16.5	17.5	255.3	251.9
Net retirement benefit (obligation) / asset	(3.0)	(6.3)	1.9	2.4	(1.1)	(3.9)

11.3 Reconciliation of defined benefit plans

	Plan assets		Defined benefit obligation	
	2025	2024	2025	2024
	\$M	\$M	\$M	\$M
Balance at the beginning of the year	251.9	254.4	255.8	270.3
Actuarial losses / (gains)	8.8	5.9	3.7	(6.7)
Change in asset ceiling	(3.7)	(3.9)	-	-
Current service cost	-	-	2.0	2.2
Interest income (net of tax paid)	13.0	13.5	-	-
Interest cost	-	-	13.1	14.0
Contributions by the Group	2.8	3.4	-	-
Tax on employer contributions	(0.9)	(1.1)	-	-
Contributions by plan participants	0.5	0.6	-	-
Benefits paid	(23.9)	(23.4)	(23.9)	(23.4)
Plan expenses	(0.6)	(0.7)	-	-
Foreign currency exchange rate changes	7.4	3.2	3.8	(0.8)
Other - contribution tax movement	-	-	1.9	0.2
Balance at the end of the year	255.3	251.9	256.4	255.8

Notes to the consolidated financial statements

For the year ended 30 June 2025

11. Retirement benefit obligations (Continued)

11.4 Actuarial assumptions and sensitivity

The principal actuarial assumptions, which require estimation and judgement, used to calculate the net defined benefit balance were as follows (expressed as a weighted average). The sensitivity analysis has been determined based on a method that extrapolates the impact on the net defined benefit obligation as a result of reasonable changes in key assumptions for the year ended 30 June 2025.

	Rate used	Change	Impact on defined benefit obligation	
			Increase (\$M)	Decrease (\$M)
Discount rate	4.9%	+/-1%	(31.5)	34.1
Salary growth rate	2.0%	+/-1%	3.8	(3.7)

11.5 Categories of plan assets

	2025 \$M	2024 \$M
Cash	1.9	8.6
Equity instruments	117.9	114.7
Debt instruments	110.6	105.3
Property	24.9	23.3
Total plan assets	255.3	251.9

11.6 Amounts recognised in consolidated statement of comprehensive income

	2025 \$M	2024 \$M
(i) Amounts recognised in profit or loss		
Current service cost	2.0	2.2
Past service cost	1.2	-
Contributions by plan participants	(0.5)	(0.6)
Net interest	0.2	0.6
Plan expenses	0.5	0.6
Allowance for contributions tax	1.6	1.3
Total included in employee benefits expense	5.0	4.1
Actual return on plan assets	21.2	18.7
(ii) Amounts recognised in other comprehensive income		
Actuarial gains recognised in other comprehensive income - defined benefit plans	5.1	12.6
Actuarial gains (losses) recognised in other comprehensive income - retirement plans	(0.5)	0.1
Total actuarial gains recognised in other comprehensive income during the year	4.6	12.7
Cumulative actuarial (losses) recognised in other comprehensive income on active plans	(61.5)	(66.1)

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Notes to the consolidated financial statements

For the year ended 30 June 2025

11. Retirement benefit obligations (Continued)

11.7 Employer contributions

Employer contributions to the defined benefit section of the Group's plans are based on recommendations by the plan's actuaries. The objective of funding is to ensure that the benefit entitlements of members and other beneficiaries are fully funded by the time they become payable. Total employer contributions expected to be paid for the year ending 30 June 2026 are \$2.5M.

11.8 Key accounting judgements and estimates

Determination of retirement benefit obligations

A liability or asset in respect of defined benefit plans is measured as the present value of the defined benefit obligation less the fair value of the fund's assets. The present value of the defined benefit obligation is based on expected future payments which arise from membership of the fund to the end of the reporting period, calculated half yearly by independent actuaries using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service.

Expected future payments are discounted using market yields on government or corporate bonds where a deep market exists, with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are recognised in the period in which they occur, in other comprehensive income.

Past service costs are recognised in profit or loss, unless the changes to the superannuation plan are conditional on the employees remaining in service for a specified period of time (the vesting period). In this case, the past service costs are amortised on a straight-line basis over the vesting period. Upon settlement the net defined benefit liability is remeasured using the current fair value of plan assets and current actuarial assumptions, including current market yields. A gain or loss on settlement, being the difference between the benefits of the plan prior to the settlement and the benefits of the plan post settlement, is recognised in profit or loss.

Future taxes that are funded by the entity and are part of the provision of the existing benefit obligation (e.g. taxes on investment income and employer contributions) are taken into account in measuring the net liability or asset.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

Invested capital

This section provides information about property, plant and equipment, non-current intangibles assets and the carrying amounts for these non-financial assets, including the accounting policies and key judgements and estimates relevant to understanding these areas.

12. Property, plant and equipment

	Year ended 30 June 2025			Year ended 30 June 2024		
	Land & Buildings	Plant & equipment	Total	Land & Buildings	Plant & equipment	Total
	\$M	\$M	\$M	\$M	\$M	\$M
Opening net book amount	1,256.9	4,837.9	6,094.8	1,258.0	4,384.2	5,642.2
Additions	40.9	1,230.7	1,271.6	67.9	939.6	1,007.5
Depreciation charge	(62.6)	(462.9)	(525.5)	(61.7)	(436.3)	(498.0)
Disposals	(7.8)	(13.5)	(21.3)	(1.4)	(9.6)	(11.0)
Transfers between asset classes	11.4	(11.4)	-	10.0	(10.0)	-
Asset reclassifications to ROU	-	-	-	(6.9)	-	(6.9)
Transfers to computer software	-	(4.8)	(4.8)	-	(8.2)	(8.2)
Exchange differences	35.6	69.2	104.8	(9.0)	(21.8)	(30.8)
Closing net book amount	1,274.4	5,645.2	6,919.6	1,256.9	4,837.9	6,094.8
Cost	2,379.1	15,548.1	17,927.2	2,289.7	14,220.7	16,510.4
Accumulated depreciation and impairment	(1,104.7)	(9,902.9)	(11,007.6)	(1,032.8)	(9,382.8)	(10,415.6)
Net book amount	1,274.4	5,645.2	6,919.6	1,256.9	4,837.9	6,094.8
Assets under construction included above	21.1	1,744.2	1,765.3	22.6	1,083.2	1,105.8

Notes to the consolidated financial statements

For the year ended 30 June 2025

12. Property, plant and equipment (Continued)

Assets under construction include the capital work in progress associated with the No.6 blast furnace reline and upgrade for ASP and the electric arc furnace for New Zealand Steel Limited (NZS). The carrying amount of the capital expenditure associated with these assets has been reduced by \$104M and \$73M (NZ\$78M) respectively as a result of government grants received to date.

The Group accounts for government grants received for the construction of assets on the balance sheet as a reduction to the carrying amount of the asset. The grant is subsequently recognised in profit or loss over the life of the related assets as a reduction in depreciation expense.

A portion of the funding received from the NZ Government becomes repayable if the EAF is not commissioned before the end of 2027 or if New Zealand Steel fails to achieve an emissions reduction target during the 9 years following the date of commissioning, both of which are expected to be achieved.

12.1 Sale and disposal of property, plant and equipment

	2025 \$M	2024 \$M
Net (loss) on sale and disposal of property, plant and equipment	(14.4)	(9.7)

12.2 Capital commitments

Significant capital expenditure for property, plant and equipment contracted at the end of the reporting period but not recognised as liabilities is as follows:

	2025 \$M	2024 \$M
Payable:		
Within one year	689.4	746.2
Later than one year but not later than five years	137.4	104.8
Total capital commitments	826.8	851.0

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Notes to the consolidated financial statements

For the year ended 30 June 2025

12. Property, plant and equipment (Continued)

12.3 Recognition and measurement

Property, plant and equipment is stated at historical cost less accumulated depreciation and impairment losses. Cost includes expenditure that is directly attributable to the acquisition of the items. Cost may also include transfers from equity of any gains or losses on qualifying cash flow hedges of foreign currency purchases of property, plant and equipment.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. The carrying amount of a replaced part is derecognised. All other repairs and maintenance are expensed to profit or loss during the reporting period in which they are incurred.

Depreciation

Property, plant and equipment is depreciated on a straight-line basis over its estimated useful life or, in the case of leasehold improvements, the lease term. The useful lives of major categories of property, plant and equipment are as follows:

Category	Useful life
Land	Not depreciated
Buildings	30 - 40 years
Iron and steel making plant and machinery	20 - 40 years
Coating lines	20 - 30 years
Building components plant and equipment	12 - 18 years
Other plant and equipment	5 - 15 years

Derecognition

Property, plant and equipment is derecognised when it is sold or otherwise disposed of, or when it no longer has the potential to produce economic benefits.

12.4 Key accounting judgements and estimates

Estimation of the useful lives of property, plant and equipment

The estimation of the useful lives of plant and machinery has been based on historical experience and judgement with respect to technical obsolescence, physical deterioration and usage capacity of the asset in addition to any legal restrictions on usage. An asset's condition is assessed at least once a year and considered against the remaining useful life.

Notes to the consolidated financial statements

For the year ended 30 June 2025

13. Intangible assets

	Note	Year ended 30 June 2025					Year ended 30 June 2024						
		Goodwill	Patents, trademarks and other rights	Computer software	Customer relationships	Other intangible assets	Total	Goodwill	Patents, trademarks and other rights	Computer software	Customer relationships	Other intangible assets	Total
		\$M	\$M	\$M	\$M	\$M	\$M	\$M	\$M	\$M	\$M	\$M	\$M
Opening net book amount		1,889.6	4.4	123.0	394.3	30.0	2,441.3	1,899.0	4.4	123.4	445.8	41.3	2,513.9
Additions		-	-	17.1	-	-	17.1	-	-	13.0	-	-	13.0
Amortisation expense		-	-	(22.0)	(50.7)	(9.3)	(82.0)	-	-	(21.0)	(50.0)	(11.3)	(82.3)
Impairment expense	14.4	(362.0)	-	-	(76.9)	-	(438.9)	-	-	-	-	-	-
Reclassifications from PP&E		-	-	4.8	-	-	4.8	-	-	8.2	-	-	8.2
Exchange differences		35.7	0.1	1.3	7.9	0.5	45.5	(9.4)	-	(0.6)	(1.5)	-	(11.5)
Closing net book amount		1,563.3	4.5	124.2	274.6	21.2	1,987.8	1,889.6	4.4	123.0	394.3	30.0	2,441.3
Cost		2,446.7	24.1	511.6	793.2	71.5	3,847.1	2,411.4	23.7	487.5	779.6	70.4	3,772.6
Accumulated amortisation and impairment		(883.4)	(19.6)	(387.4)	(518.6)	(50.3)	(1,859.3)	(521.8)	(19.3)	(364.5)	(385.3)	(40.4)	(1,331.3)
Net book amount		1,563.3	4.5	124.2	274.6	21.2	1,987.8	1,889.6	4.4	123.0	394.3	30.0	2,441.3

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Notes to the consolidated financial statements

For the year ended 30 June 2025

13. Intangible assets (Continued)

13.1 Recognition and measurement

Goodwill

Goodwill represents the excess of the fair value of the consideration paid in a business combination over the fair market value of the net assets acquired. Goodwill is not amortised but tested for impairment annually, or more frequently if events or changes in circumstances indicate that it might be impaired. Goodwill is carried at cost less accumulated impairment losses.

Intangible assets

Intangible assets acquired separately are measured on initial recognition at cost. The cost of intangible assets acquired in a business combination is their fair value at the date of acquisition. Customisation and configuration costs for cloud computing arrangements are capitalised when the Company has control of a separate identifiable asset. All software data migration and training costs are expensed.

Intangible assets are subsequently measured at cost less amortisation and any impairment losses. Intangible assets with finite lives are amortised on a straight line basis over their useful life. The amortisation period and method are reviewed at each reporting date.

A summary of the useful lives of intangible assets is as follows:

Category	Useful life
Patents, trademarks and other rights	Indefinite and finite (7 - 15 years)
Computer software	Finite (3 - 10 years)
Customer relationships	Finite (10 - 20 years)

Research and development

Research expenditure is recognised as an expense as incurred. For the year ended 30 June 2025, \$30.3M (2024: \$31.0M) was recognised for research expenditure within other expenses in the consolidated statement of comprehensive income. Costs incurred on development projects are recognised as intangible assets when it is probable that the project will, after considering its commercial and technical feasibility, be completed and generate future economic benefits and its costs can be measured reliably.

14. Carrying value of non-financial assets

14.1 Impairment assessment

The Group tests property, plant and equipment (note 12), right-of-use assets (note 17) and intangible assets with definite useful lives (note 13) when there is an indicator of impairment. In testing for impairment, the recoverable amount is estimated for an individual asset or, if it is not possible to estimate the recoverable amount for the individual asset, the recoverable amount of the cash generating unit (CGU) to which the asset belongs.

Goodwill and other intangible assets with indefinite useful life are tested at least annually for any impairment. For the purpose of impairment testing, goodwill is allocated to CGUs or groups of CGUs according to the level at which management monitors goodwill.

For assets, excluding goodwill and intangible assets with an indefinite useful life or not yet available for use, an assessment is made at each reporting period to determine whether there is an indication that previously recognised impairment losses no longer exist or have decreased. A previously recognised impairment loss is reversed only if there has been a change in the asset's recoverable amount since the last impairment loss was recognised. The reversal is limited so that the carrying amount of the asset does not exceed its recoverable amount, nor exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised for the asset in prior periods.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

14. Carrying value of non-financial assets (Continued)

14.2 Allocation of goodwill and intangible assets with indefinite useful lives to cash generating units

Goodwill is allocated to the Group's CGUs for impairment testing purposes as follows:

Cash generating units	Reportable segments	2025 \$M	2024 \$M
Building Products North America	Buildings and Coated Products North America	4.3	4.2
Buildings North America	Buildings and Coated Products North America	335.1	329.2
BlueScope Coated Products	Buildings and Coated Products North America	-	353.7
North Star BlueScope Steel	North Star BlueScope Steel	1,220.6	1,199.2
Buildings China	Coated Products Asia	3.3	3.3
Total goodwill		1,563.3	1,889.6

The allocation is made to those CGUs that are expected to benefit from the business combination in which the goodwill arose. In addition to goodwill, the Group has other intangible assets with indefinite useful lives of \$4.4M (2024: \$4.4M) allocated to the Buildings North America CGU which primarily relates to the Varco Pruden trade names acquired in February 2008. All of the above CGUs were tested for impairment at the reporting date.

14.3 Key accounting judgements and estimates

Impairment of non-financial assets - carrying value assessment

The recoverable amount of each CGU is determined on the basis of value-in-use (VIU), unless there is evidence to support a higher fair value less costs of disposal. BlueScope operates in markets which are impacted by economic cycles and short-term volatility. The price, cost and demand for BlueScope's products are uncertain and the Company considers a range of recognised external forecasters when assessing possible future market conditions.

The key assumptions the Group has used in its VIU calculation when determining the recoverable amount of each CGU were:

Key assumptions	Basis of estimation
Future cash flows	<ul style="list-style-type: none"> VIU calculations use post-tax cash flows, inclusive of working capital movements which are based on financial projections approved by the Group covering a five-year forecast period, being the basis of the Group's forecasting and planning processes. Cash flows beyond the forecast period are extrapolated to provide a maximum of 30 years of cash flows with adjustments where necessary to reflect changes in long-term operating conditions. No terminal value is calculated.
Growth rate	<ul style="list-style-type: none"> The growth rate used to extrapolate the cash flows for each CGU beyond the forecast period does not exceed 2.5% (2024: 2.5%). The growth rate represents a steady indexation rate which does not exceed the Group's expectations of the long-term average growth rate for the business in which each CGU operates.
Discount rate	<ul style="list-style-type: none"> The discount rate applied to the cash flows has been assessed to reflect the time value of money and the perceived risk profile of the industry in which each CGU operates. The base post-tax discount rates range from 9.3% to 9.9% (2024: 9.0% to 9.5%). Given the differing characteristics, currencies, and geographical locations of the Group's CGUs, where appropriate the base discount rate is adjusted by a country risk premium (CRP) to reflect country specific risks. Such adjustments do not reflect risks for which cash flow forecasts have already been adjusted. The CRP is derived from a range of externally sourced foreign country risk ratings.
Raw material costs	<ul style="list-style-type: none"> Based on commodity price forecasts derived from a range of external commodity forecasters.

Notes to the consolidated financial statements

For the year ended 30 June 2025

14. Carrying value of non-financial assets (Continued)

Key assumptions	Basis of estimation
Selling prices	<ul style="list-style-type: none"> Based on management forecasts, taking into account commodity steel price forecasts derived from a range of external commodity forecasters.
Sales volumes	<ul style="list-style-type: none"> Based on management forecasts, taking into account external forecasts of underlying economic activity for the market sectors and geographies in which each CGU operates.
Foreign exchange rates	<ul style="list-style-type: none"> Key foreign exchange rates, most prominently AUD:USD and NZD:USD, are based on forecasts derived from a range of external banks.
Climate related risks	<ul style="list-style-type: none"> BlueScope considers climate change and other sustainability risks when determining the carrying value of each CGU. The Group has climate change action plans, greenhouse gas (GHG) emission intensity reduction targets for its steelmaking and midstream non-steelmaking sites for Scope 1 and 2 GHG emissions, and environmental management, water stewardship and other sustainability initiatives. The Company reports these in its annual Sustainability Report, together with a Climate Action Report that was updated in September 2024. Forecast operating and capital expenditure associated with these initiatives is, to the extent necessary, taken into account when determining the recoverable amount of each CGU. BlueScope's updated climate scenario analysis and physical risk assessments conducted in FY2024 (summarised in the latest Climate Action Report) have not resulted in any material change to these operating and capital expenditure forecasts. Regarding climate change, and specifically GHG emission reductions, the cash flows: <ul style="list-style-type: none"> include estimates of the operating and capital expenditure required to achieve the Group's 2030 GHG emission intensity reduction targets; include consideration of the revisions to the Australian Safeguard Mechanism (SGM) (further information on SGM estimates and assumptions is below); and do not include the operating and capital expenditure that may be required to achieve the Group's 2050 net zero emissions goal as it is uncertain, and is highly dependent on several enablers, including: the development and diffusion of ironmaking technologies to viable, commercial scale; access to internationally cost-competitive, firm large-scale renewable energy; availability of competitively priced green hydrogen with natural gas enabling the transition to green hydrogen; access to appropriate quality and sufficient quantities of economic raw materials; and supportive and consistent policies across all these enablers to underpin decarbonisation. Where applicable, a cost of carbon net of assistance, in jurisdictions where legislation has been enacted, in particular in New Zealand, is taken into account based on a continuation of legislation as it is currently enacted.
Safeguard mechanism (ASP CGU)	<ul style="list-style-type: none"> For the ASP CGU, both the Port Kembla Steelworks (PKSW) and the Western Port Works are captured by the SGM, with PKSW at greater risk of impact given its Scope 1 GHG emissions profile. The key assumptions used include the PKSW and industry production Scope 1 GHG emission intensity factors, production planning volumes, forecast ACCU prices based on external analyst forecasts, and concessional decline rate for PKSW as a trade exposed baseline adjusted (TEBA) facility. A cost to comply with the SGM has been forecast for PKSW based on the guidance of the <i>National Greenhouse and Energy Reporting (Safeguard Mechanism) Amendment (Reforms) Rules 2023</i>. The cost refers to the cost to acquire Australian Carbon Credit Units (ACCU) to offset any emissions above the relevant Scope 1 GHG emission intensity baseline. The forecast does not include any amendments to pricing or other mitigating strategies to recover any incremental costs from the SGM.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

14. Carrying value of non-financial assets (Continued)

14.4 Recognised impairment expense

Cash generating unit	2025	2024	Discount rates in % ¹	
	\$M	\$M	2025	2024
BlueScope Coated Products	438.9	-	11.5	-

1. The discount rate used is pre-tax.

At 30 June 2025, BlueScope Coated Products (BCP) recognised an impairment of \$438.9M (US\$285.2M) against goodwill (\$362.0M (US\$235.2M)) and customer relationships intangible assets (\$76.9M (US\$50.0M)).

This impairment has resulted from lower volumes from key foundational customer contracts, combined with operational inefficiencies, and soft demand in the non-core, heavy-gauge paint lines. Additionally, shifts in US trade policy in early 2025 impeded the ramp-up of BCP's regionally tailored, packaged and branded painted product offering, initially using BlueScope's metal coating and painting assets for market seeding.

The impairment was based on a recoverable amount of \$386M (\$US252M).

14.5 Cash generating units with significant goodwill

The results of impairment testing for CGUs with significant goodwill, and consideration of changes in key assumptions, are as follows:

Buildings North America CGU

Buildings North America is tested for impairment on a VIU basis using five-year cash flow projections, followed by a long-term growth rate of 2.5% for a further 25 years. Post-tax VIU cash flows are discounted utilising a 9.3% post-tax discount rate (2024: 9.0%).

At 30 June 2025 the recoverable amount of this CGU is 2.9 times (2024: 2.3 times) the carrying amount of \$707M (2024: \$610M), including non-current assets and net working capital. This CGU is most sensitive to assumptions in relation to North American non-residential building and construction activity. Taking into account external forecasts the Group expects non-residential building and construction activity to increase from current levels into FY2026. However, non-residential building and construction activity in North America is uncertain. To illustrate the sensitivity of these assumptions, if they were to differ such that the expected cash flow forecasts for Buildings North America were to decrease by approximately 66% (2024: 57%) across the forecast period, without implementation of mitigation plans, the recoverable amount would be equal to the carrying amount.

BlueScope Coated Products CGU

BlueScope Coated Products is tested for impairment on a VIU basis using five-year cash flow projections, followed by a long-term growth rate of 2.5% for a further 25 years. Post-tax VIU cash flows are discounted utilising post-tax discount rate of 9.3% (2024: 9.0%).

As noted above, at 30 June 2025, based on testing performed, the carrying value of the CGU exceeded its recoverable amount and an impairment loss of \$438.9M (US\$285.2M) has been recognised, with this allocated against goodwill and customer relationships intangible assets.

The CGU is most sensitive to assumptions in relation to North American non-residential building and construction activity. To illustrate the sensitivity of these assumptions, if they were to differ, such that the expected cash flow forecasts for BlueScope Coated Products were to decrease by approximately 10% across the forecast period, without implementation of mitigation plans, the recoverable amount would be \$39M below the carrying amount, and further impairment recorded.

North Star BlueScope Steel CGU

North Star BlueScope is tested for impairment on a VIU basis using five-year cash flow projections, followed by a long-term growth rate of 2.5% for a further 25 years. Post-tax VIU cash flows are discounted utilising post-tax discount rate of 9.9% (2024: 9.5%).

At 30 June 2025 the recoverable amount of the CGU is 1.5 times (2024: 1.2 times) the carrying amount of \$3,817M (2024: \$3,682M), including non-current assets and net working capital. This CGU is most sensitive to assumptions in relation to the spread between North American hot rolled coil and purchased scrap steel prices. Recognised external forecasters expect spreads to increase from current levels into FY2026. To illustrate the sensitivity of these assumptions, if they were to differ, such that the expected cash flow forecasts for North Star BlueScope Steel were to decrease by approximately 35% (2024: 18%) across the forecast period, without implementation of mitigation plans, the recoverable amount would be equal to the carrying amount.

Notes to the consolidated financial statements

For the year ended 30 June 2025

14. Carrying value of non-financial assets (Continued)

14.6 Sensitivity of carrying amounts

The carrying value of property, plant and equipment of the Group is sensitive to the cash forecasts of the Australian Steel Products and New Zealand and Pacific Islands CGUs, as they are exposed to global steel macroeconomic factors. For Australian Steel Products, its recoverable amount is also sensitive to the outcomes of the SGM. The recoverable amount of these CGUs is determined taking into account the key assumptions set out above.

Australian Steel Products (ASP) CGU

For ASP, recognised external forecasters estimate the Australian dollar relative to the US dollar to be steady in FY2026 relative to the year ended 30 June 2025 and estimate Asian commodity steel prices to increase in the longer term, with iron ore and coking coal average costs to be steady relative to the year ended 30 June 2025. The Group believes that the long-term assumptions adopted are appropriate.

ASP is exposed to variable macroeconomic factors and domestic demand, and to illustrate the sensitivity of these assumptions, if they were to differ such that the expected cash flow forecasts were to decrease by approximately 21% (2024: 10%) across the forecast period, without implementation of mitigation plans, the recoverable amount would be equal to the carrying amount.

The SGM presents potential risk to the carrying value of ASP to the extent it results in incremental costs being borne in the form of acquiring ACCUs to offset emissions above the relevant Scope 1 GHG emission intensity baseline. The potential additional cost to comply with the SGM is dependent on a range of factors including future emissions intensity, production volume, ACCU prices and the Scope 1 baseline reductions rates applied under the SGM, including consideration of PKSW as a trade exposed baseline adjusted (TEBA) facility. Although assumptions and estimates have been made about these factors, the final outcome may be different. To express the sensitivity of the ASP recoverable amount to the cost of complying with the SGM, an increase in the cost to comply with the SGM by 20% in each year of the 30-year cash flow forecast for impairment testing, without any mitigating strategies, would reduce the recoverable amount of ASP by \$147M.

New Zealand and Pacific Islands (NZPI) CGU

For NZPI, recognised external forecasters estimate the New Zealand dollar relative to the US dollar to be steady in FY2026 relative to the year ended 30 June 2025 and estimate global commodity steel prices to increase relative to the year ended 30 June 2025 in the longer term. The Group believes that the long-term assumptions adopted are appropriate.

NZPI is exposed to variable global macroeconomic factors such as commodity steel prices and exchange rates, together with regional New Zealand factors such as domestic demand and energy costs, which impact its cash flows. To illustrate the sensitivity of these assumptions, if they were to differ such that the expected cash flow forecasts were to decrease by approximately 32% (2024: 10%) across the forecast period, without the implementation of mitigation plans, the recoverable amount would be equal to the carrying amount.

Notes to the consolidated financial statements

For the year ended 30 June 2025

Capital structure and financing activities

This section provides information about the Group's cash, borrowings, contributed equity, reserves and dividends, including the accounting policies and key accounting judgements and estimates relevant to understanding these areas.

15. Cash and cash equivalents

	2025 \$M	2024 \$M
Cash at bank and on hand	857.6	1,085.5
Total cash and cash equivalents	857.6	1,085.5
Bank overdrafts	(0.2)	(2.2)
Balance per statement of cash flows	857.4	1,083.3

15.1 Reconciliation of profit after income tax to net cash inflow from operating activities

	Note	2025 \$M	2024 \$M
Profit for the year		189.0	948.2
Depreciation and amortisation expense	3.1	713.9	692.9
Impairment expense	14.4	438.9	-
Foreign exchange reserve and other reserves transferred to profit or loss	19.1	-	11.2
Non-cash employee benefits expense - share-based payments	27.4	22.0	21.4
Net loss on disposal of non-current assets	12.1, 17.3	14.4	8.6
Share of net profits of associates and joint ventures	23, 24	(5.4)	(7.1)
Associate and joint venture dividends received	23, 24	20.8	19.9
Change in operating assets and liabilities:			
Decrease / (increase) in trade receivables		(129.7)	167.1
Decrease / (increase) in other receivables		(15.7)	36.7
Decrease / (increase) in other operating assets		209.7	(5.7)
Decrease / (increase) in inventories		165.6	(69.0)
Increase / (decrease) in trade payables		(30.6)	(236.0)
Increase / (decrease) in other payables		-	(15.4)
Increase / (decrease) in borrowing costs payable		(1.8)	2.2
Increase / (decrease) in income taxes payable		22.1	(64.1)
Increase / (decrease) in deferred tax balances		(56.5)	35.3
Increase / (decrease) in other provisions and liabilities		(137.2)	(134.4)
Movement in treasury shares	18.2	19.6	16.7
Cash settlement of vested equity awards		(18.8)	(27.4)
Other variations		(7.4)	8.9
Net cash inflow from operating activities		1,412.9	1,410.0

15.2 Recognition and measurement

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities in the consolidated statement of financial position.

Notes to the consolidated financial statements

For the year ended 30 June 2025

16. Borrowings

	2025		2024	
	Current \$M	Non-current \$M	Current \$M	Non-current \$M
Secured				
Bank loans	-	84.2	-	-
Other loans	16.0	-	18.9	-
Total secured borrowings	16.0	84.2	18.9	-
Unsecured				
Bank loans	27.7	155.6	76.4	90.6
Bank overdrafts	0.2	-	2.2	-
Deferred borrowing costs	(3.9)	(0.1)	(2.7)	(0.2)
Total unsecured borrowings	24.0	155.5	75.9	90.4
Total borrowings	40.0	239.7	94.8	90.4

16.1 Reconciliation of borrowings arising from financing activities

	2025 \$M	2024 \$M
Balance at the beginning of the year	183.0	243.7
Cash flows	88.4	(58.5)
<i>Non-cash changes:</i>		
Borrowing costs capitalised	(1.1)	2.1
Exchange differences	9.2	(4.3)
Balance at the end of the year (excluding bank overdrafts)	279.5	183.0

16.2 Financing arrangements

Financing facilities available	Description
Australian bank loan	<ul style="list-style-type: none"> Series of bilateral revolving facilities, totalling \$1,500M. Maturities are split across July 2027, July 2028 and July 2029. As at 30 June 2025 \$71M is drawn.
Non-Australian bank loans	<ul style="list-style-type: none"> Six facilities totalling THB 2,300M (\$108M), maturing December 2025 to January 2028, available for NS BlueScope Steel (Thailand) Ltd cash requirements. Four facilities totalling MYR 250M (\$91M), maturing June 2026 to March 2027, to support working capital and other short-term cash requirements for NS BlueScope Steel (Malaysia) Sdn Bhd. Two revolving facilities totalling \$59M, maturing March 2026 and June 2028, available for NS BlueScope Steel (Indonesia) cash requirements. Two US\$100M revolving facilities maturing October 2026 and October 2027 for NS BlueScope Coated Products joint venture. One US\$50M term facility maturing August 2025 for NS BlueScope Coated Products joint venture.
Working capital facility ¹	<ul style="list-style-type: none"> An inventory financing facility for BlueScope Steel (AIS) operates as a sale and repurchase facility whereby the inventory is sold upon shipment and repurchased by the company at the point of consumption. The facility limit is US\$55M (inclusive of GST) and matures in September 2026. As at 30 June 2025 \$84.2M (US\$55M) is drawn.

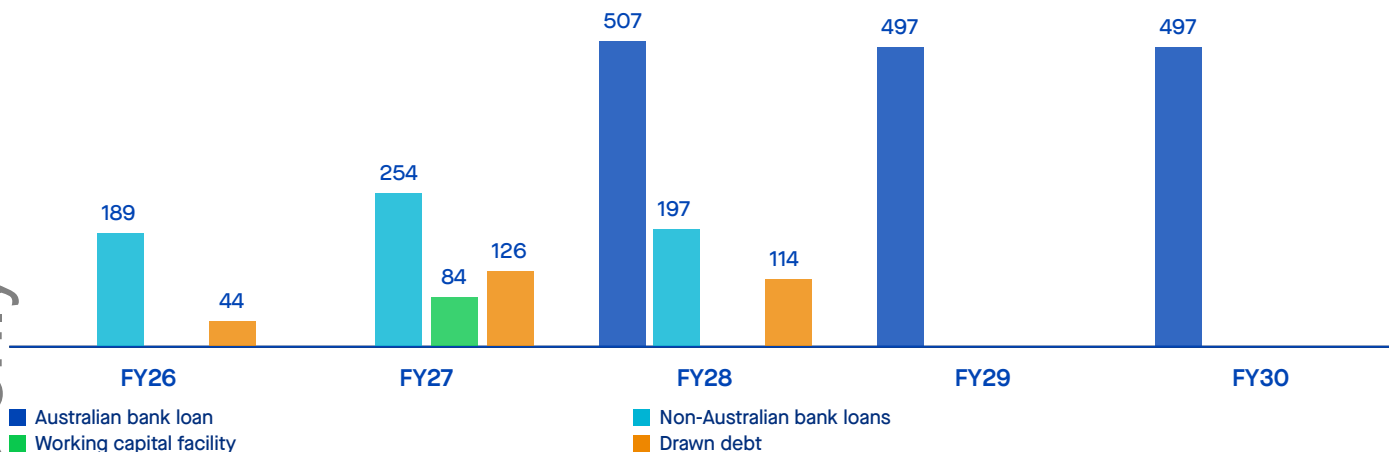
1. Excludes the off-balance sheet receivables securitisation programs, refer to note 6.3.

Notes to the consolidated financial statements

For the year ended 30 June 2025

16. Borrowings (Continued)

Maturity profile of committed facilities and drawn debt - June 2025



16.3 Bank overdrafts

Bank overdraft facilities are arranged with a number of banks with the general terms and conditions agreed to on a periodic basis.

16.4 Lines of credit

Unrestricted access was available at reporting date to the following lines of credit:

	2025		2024	
	Total facilities \$M	Unused \$M	Total facilities \$M	Unused \$M
Bank overdrafts	52.4	52.2	46.2	44.0
Bank loan facilities	2,259.9	1,976.4	2,023.7	1,856.7
Total facilities	2,312.3	2,028.6	2,069.9	1,900.7

16.5 Contractual maturity analysis

The table below reflects all contractual repayments of principal and interest resulting from recognised financial liabilities. The amounts disclosed represent undiscounted, contractual cash flows for the respective obligations in respect of upcoming fiscal years and therefore do not equate to the values shown in the consolidated statement of financial position.

30 June 2025	Note	< 1 year \$M	1 - 2 years \$M	2 - 3 years \$M	3 - 4 years \$M	4 - 5 years \$M	> 5 years \$M	Total \$M
Payables	9	2,015.0	6.0	6.0	6.0	1.0	-	2,034.0
Derivative financial instruments	31.4	12.2	4.9	3.0	1.4	1.3	10.3	33.1
Borrowings								
-Principal		43.8	125.7	114.3	-	-	-	283.7
-Interest		13.2	8.4	1.9	-	-	-	23.5
Total contractual repayments		57.0	134.0	116.2	-	-	-	307.2

Notes to the consolidated financial statements

For the year ended 30 June 2025

16. Borrowings (Continued)

30 June 2024	Note	< 1 year \$M	1 - 2 years \$M	2 - 3 years \$M	3 - 4 years \$M	4 - 5 years \$M	> 5 years \$M	Total \$M
Payables	9	1,961.9	6.0	6.0	6.0	6.0	0.4	1,986.3
Derivative financial instruments	31.4	18.9	-	-	-	-	11.6	30.5
Borrowings								
-Principal		97.7	9.3	4.5	76.7	-	-	188.2
-Interest		8.4	5.4	5.1	2.5	-	-	21.4
Total contractual repayments		106.1	14.7	9.6	79.2	-	-	209.6

16.6 Borrowing costs

	2025 \$M	2024 \$M
Interest and finance expenses paid/payable	14.6	14.5
Ancillary finance expenses	15.1	16.6
Provisions: unwinding of discount	1.9	2.0
Borrowing costs expensed	31.6	33.1

Interest and finance expenses

Includes interest on short-term and long-term borrowings and interest on bank overdrafts.

Ancillary finance expenses

Includes commitment fees on undrawn facilities and amortisation of deferred borrowing costs over the term of loan.

Present value unwinding

Includes the unwinding of present value discounting of non-current provisions on restoration and rehabilitation, workers compensation and product claims.

16.7 Recognition and measurement

Borrowings are initially recognised at fair value, net of transaction costs incurred, and are subsequently measured at amortised cost. Any difference between the proceeds (net of transaction costs) and the redemption amount is recognised in profit or loss over the period of the borrowings using the effective interest rate method. Fees paid on the establishment of loan facilities are consequently recognised in profit or loss over the term.

Borrowings are classified as current liabilities unless the Group has an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

17. Leases

17.1 Right-of-use assets

	Year ended 30 June 2025			Year ended 30 June 2024		
	Land & Buildings \$M	Plant & equipment \$M	Total \$M	Land & Buildings \$M	Plant & equipment \$M	Total \$M
Opening net book amount	239.0	154.3	393.3	250.8	136.1	386.9
Additions	130.7	52.8	183.5	49.2	64.5	113.7
Depreciation charge	(61.4)	(45.0)	(106.4)	(67.0)	(45.6)	(112.6)
Lease terminations	(1.9)	(0.2)	(2.1)	(0.1)	(0.2)	(0.3)
Asset reclassifications from PP&E	-	-	-	6.9	-	6.9
Asset reclassifications	(0.3)	0.1	(0.2)	(0.1)	-	(0.1)
Exchange differences	1.3	1.4	2.7	(0.7)	(0.5)	(1.2)
Closing net book amount	307.4	163.4	470.8	239.0	154.3	393.3
Cost	785.9	484.9	1,270.8	669.7	485.5	1,155.2
Accumulated depreciation and impairment	(478.5)	(321.5)	(800.0)	(430.7)	(331.2)	(761.9)
Net book amount	307.4	163.4	470.8	239.0	154.3	393.3

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Notes to the consolidated financial statements

For the year ended 30 June 2025

17. Leases (Continued)

17.2 Lease liabilities

Reconciliation of lease liabilities arising from financing activities

	2025 \$M	2024 \$M
Balance at the beginning of the year	536.3	541.7
Cash flows	(110.9)	(116.3)
Non-cash changes:		
Additions	179.2	113.7
Lease terminations	(2.2)	(1.5)
Foreign exchange differences	3.9	(1.3)
Balance at the end of the year	606.3	536.3
Split by:		
Current	105.7	96.0
Non-current	500.6	440.3
Total lease liability	606.3	536.3

Contractual maturity analysis

30 June 2025	< 1 year \$M	1 - 2 years \$M	2 - 3 years \$M	3 - 4 years \$M	4 - 5 years \$M	> 5 years \$M	Total \$M
<i>Lease rentals</i>							
Lease liability	105.7	87.0	73.1	69.7	51.8	219.0	606.3
Interest	36.6	30.7	25.5	20.7	16.5	95.8	225.8
Total lease rentals	142.3	117.7	98.6	90.4	68.3	314.8	832.1

30 June 2024	< 1 year \$M	1 - 2 years \$M	2 - 3 years \$M	3 - 4 years \$M	4 - 5 years \$M	> 5 years \$M	Total \$M
<i>Lease rentals</i>							
Lease liability	96.0	75.6	56.4	42.6	40.6	225.1	536.3
Interest	30.8	26.0	22.1	19.1	16.3	94.6	208.9
Total lease rentals	126.8	101.6	78.5	61.7	56.9	319.7	745.2

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Notes to the consolidated financial statements

For the year ended 30 June 2025

17. Leases (Continued)

17.3 Amounts recognised in profit or loss

	2025 \$M	2024 \$M
Depreciation expense on right-of-use assets	106.4	112.6
Net (gain) on lease terminations	(0.2)	(1.1)
Interest on lease liabilities (included in finance costs)	38.0	31.3
Variable lease rental expense	29.0	29.0
Short term lease rental expense	3.3	2.7
Low value lease rental expense	9.4	8.9
Total net expenses	185.9	183.4

17.4 Recognition and measurement

Group as a lessee

The Group, as a lessee, is required to recognise right-of-use assets representing its right to use the underlying assets and lease liabilities representing its obligation to make lease payments.

Definition of a lease

A contract is, or contains, a lease if the contract conveys a right to control the use of an identified asset for a period of time in exchange for consideration.

A contract that conveys rights to use an asset is regarded as a lease to the extent of such rights, notwithstanding that the contract may deal to a greater or lesser extent with other matters. Service contracts may be, in substance, wholly or partly leases.

In determining whether all or part of a contract should be recognised as a lease it may be necessary to identify the components of the contract. The component of the contract that represents service costs are not included as part of the lease rentals.

Right-of-use assets

The Group recognises a right-of-use asset and lease liability at the lease commencement date. The right-of-use asset is initially measured at cost, and subsequently at cost less any accumulated depreciation and impairment losses, and adjusted for certain remeasurements of the lease liability. Cost comprises of the following:

- The amount of the initial measurement of lease liability,
- Any lease payments made at or before the commencement date less any lease incentives received,
- Any initial direct costs; and
- Restoration costs.

The right-of-use asset is depreciated on a straight line basis over the term of the lease or over the life of the asset if ownership of the underlying asset is to be transferred at the end of the lease term. The right-of-use assets are subject to impairment and are assessed at either individual asset level, if it generates cash flows which are largely independent from other assets, or at a cash generating unit level.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

17. Leases (Continued)

Lease liabilities

The lease liability is initially measured at the present value of the following lease payments:

- Fixed payments (including in-substance fixed payments), less any incentives receivable,
- Variable lease payments that are based on an index or a rate as at the commencement date; and
- The exercise price of a purchase option if the Group is reasonably certain to exercise that option.

Variable lease payments that vary because of changes in facts or circumstances occurring after the commencement date, other than the passage of time (e.g. rentals based on usage) are excluded from lease payments recognised on balance sheet and are recognised in profit or loss as incurred. Variable leases for the Group primarily relate to leases embedded within service agreements relating to transport and steel mill services.

The lease payments are discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the lessee's incremental borrowing rate. Generally, the Group uses the lessee's incremental borrowing rate as the discount rate.

The lease liability is subsequently increased by interest on the lease liability and decreased by lease payments made. It is remeasured when there is a change in future lease payments arising from a change in an index or rate, changes in the assessment of whether a purchase option, extension option or lease termination is reasonably certain to be exercised or when there is a lease modification.

Short-term and leases of low value assets

The Group applies the short-term lease recognition exemption to its short-term leases, being a period of 12 months or less from the commencement date, and one which does not contain a purchase option. It also applies the lease of low-value assets recognition exemption, being a distinct asset worth less than \$10,000 when brand new. Lease payments on short-term leases and leases of low value assets are recognised as an expense on a straight-line basis over the lease term.

17.5 Key accounting judgements and estimates

Determining lease contract terms and lease components

The Group has applied judgement when determining the relative standalone prices of the lease and non-lease components contained within service agreements. The lease asset rentals have been determined using estimated asset depreciation uplifted for specific contract margins. Judgement has also been applied when determining the lease terms for lease contracts containing extension options. Lease terms have been assessed based on whether the Group is reasonably certain to exercise such options. This assessment impacts the value of the lease liability and right-of-use asset recognised. Lease extension options are at the Group's discretion of being exercised and are primarily associated with property leases within the ASP building product businesses. The use of extension options provides the Group flexibility when determining the future use of leasehold properties that meets ever changing business requirements.

Gross lease extension options, for which the Group is not reasonably certain of exercise and has been excluded from the lease liability, total \$429.3M (2024: \$565.8M). Of this amount, \$376.9M (2024: \$415.5M) relates primarily to property lease extension options beyond 2030.

Notes to the consolidated financial statements

For the year ended 30 June 2025

18. Contributed equity

18.1 Share capital and treasury shares

Parent Entity	2025 Shares	2024 Shares	2025 \$M	2024 \$M
Issued fully paid ordinary shares	438,609,849	440,074,849	2,357.7	2,389.6
Treasury shares	(54,710)	(985,401)	(1.2)	(20.8)
Total contributed equity	438,555,139	439,089,448	2,356.5	2,368.8

18.2 Contributed equity movements

	2025 Shares	2024 Shares	2025 \$M	2024 \$M
Issue of ordinary shares during the year				
Opening balance	440,074,849	455,566,042	2,389.6	2,710.5
Share buybacks	(1,465,000)	(15,491,193)	(29.9)	(323.3)
Share rights settled	-	-	(1.7)	0.7
Share rights - excess tax deduction	-	-	(0.3)	1.7
Ordinary share capital	438,609,849	440,074,849	2,357.7	2,389.6
Movement in treasury shares				
Opening balance	(985,401)	(2,157,971)	(20.8)	(37.5)
Shares purchased on market	-	(560,000)	-	(12.5)
Share rights settled	930,691	1,732,570	19.6	29.2
Treasury shares	(54,710)	(985,401)	(1.2)	(20.8)
Total contributed equity	438,555,139	439,089,448	2,356.5	2,368.8

Share buy-backs

As at 30 June 2025, a total of 1,465,000 shares had been bought back at an average cost of \$20.38 as part of the FY2025 share buy-back program.

The Board has approved an extension of the existing share buy-back program to allow the remaining amount of up to \$240M to be bought over the next 12 months. Execution will consider capital expenditure priorities, prevailing macroeconomic conditions and other factors.

Share rights - settled and excess tax deduction

The share rights settled and excess tax deduction recognised in share capital represents shares acquired on-market in excess of the accounting expense of the settled equity schemes.

The tax deduction recorded in share capital represents the estimated tax deduction in (shortfall)/excess of accounting expense recognised for share right awards issued to employees

Treasury Shares

Treasury shares are shares purchased in BlueScope Steel Limited that are held by the BlueScope Employee Share Trust for the purpose of issuing shares under employee share right awards. No additional shares were purchased in FY2025. 54,710 shares are available to be utilised for future settlement of equity share award schemes.

Notes to the consolidated financial statements

For the year ended 30 June 2025

18. Contributed equity (Continued)

18.3 Capital risk management

Management monitors its capital structure through various key financial metrics with an emphasis on net debt. The Group's net debt is managed through the economic price cycle to ensure access to finance at reasonable cost regardless of the point in the cycle. On occasions, the Group will take advantage of certain investment opportunities where an increased level of net debt will be tolerated, provided there is sufficient future cash flow strength and flexibility to be confident of credit strengthening rather than uncertainty and risk of credit weakening.

In managing equity, all methods of returning funds to shareholders outside of dividend payments or raising funds are considered within the context of its balance sheet objectives. In managing debt, the Group seeks a diversified range of funding sources and maturity profiles. Sufficient flexibility is maintained within committed facilities in order to provide the business with the desired liquidity support for operations and to pursue its strategic objectives.

	Note	2025 \$M	2024 \$M
Total borrowings	16	279.7	185.2
Lease liabilities	17.2	606.3	536.3
Less: Cash and cash equivalents	15	(857.6)	(1,085.5)
Net (cash) debt		28.4	(364.0)
Total equity		11,272.7	11,285.5
Total capital		11,301.1	10,921.5
Gearing ratio		0.3%	0.0%

18.4 Recognition and measurement

Ordinary shares

Ordinary shares are classified as equity and have no par value. Ordinary shares carry one vote per share, the right to participate in dividends and entitle the holder to the proceeds on winding up of the Group in proportion to the number of shares held.

The consideration paid for share buy-backs are deducted from equity, including directly attributable incremental costs (net of income taxes). No gain or loss is recognised in profit or loss.

19. Reserves

	2025 \$M	2024 \$M
Hedging	(18.4)	(16.8)
Share-based payments	72.1	67.2
Foreign currency translation	557.9	419.3
Non-distributable profits	58.9	57.2
Asset realisation	177.7	182.1
Asset revaluation	(25.3)	(21.7)
Controlled entity acquisition	(21.9)	(21.9)
Total reserves	801.0	665.4

Notes to the consolidated financial statements

For the year ended 30 June 2025

19. Reserves (Continued)

19.1 Movements in reserves

	Hedging	Share based payments	Foreign currency translation	Non-Distributable profits	Asset realisation / revaluation	Controlled entity acquisition	Total
30 June 2025	\$M	\$M	\$M	\$M	\$M	\$M	\$M
Opening balance	(16.8)	67.2	419.3	57.2	160.4	(21.9)	665.4
Net gain / (loss) on net investments in foreign subsidiaries	-	-	3.8	-	-	-	3.8
Share-based payments expense	-	22.0	-	-	-	-	22.0
Vesting of share awards	-	(17.1)	-	-	-	-	(17.1)
Deferred tax	0.8	-	(1.3)	-	-	-	(0.5)
Transfer to inventory / PP&E	(2.4)	-	-	-	-	-	(2.4)
Transfers from retained profits	-	-	-	1.7	-	-	1.7
Disposals (note 22.3)	-	-	-	-	(4.3)	-	(4.3)
Investment revaluation	-	-	-	-	(3.7)	-	(3.7)
Exchange differences	-	-	136.1	-	-	-	136.1
Closing balance	(18.4)	72.1	557.9	58.9	152.4	(21.9)	801.0

	Hedging	Share based payments	Foreign currency translation	Non-Distributable profits	Asset realisation / revaluation	Controlled entity acquisition	Total
30 June 2024	\$M	\$M	\$M	\$M	\$M	\$M	\$M
Opening balance	(18.0)	73.9	440.9	53.4	165.2	(21.9)	693.5
Net gain / (loss) on net investments in foreign subsidiaries	-	-	0.8	-	-	-	0.8
Share-based payments expense	-	21.4	-	-	-	-	21.4
Vesting of share awards	-	(28.1)	-	-	-	-	(28.1)
Deferred tax	(0.3)	-	(0.3)	-	-	-	(0.6)
Transfer to inventory / PP&E	1.5	-	-	-	-	-	1.5
Transfer to profit or loss	-	-	12.0	-	(0.8)	-	11.2
Transfers from retained profits	-	-	-	3.8	-	-	3.8
Asset acquisition / disposal	-	-	-	-	2.4	-	2.4
Investment revaluation	-	-	-	-	(6.4)	-	(6.4)
Exchange differences	-	-	(34.1)	-	-	-	(34.1)
Closing balance	(16.8)	67.2	419.3	57.2	160.4	(21.9)	665.4

19.2 Nature and purpose of reserves

Hedging reserve

Records the portion of the gain or loss on a hedging instrument in a cash flow hedge that is determined to be an effective hedge relationship.

Share-based payments reserve

Recognises the value of equity-settled share-based payments provided to employees, including Key Management Personnel, as part of their remuneration.

Notes to the consolidated financial statements

For the year ended 30 June 2025

19. Reserves (Continued)

Foreign currency translation reserve

Records exchange differences arising from the translation of the financial statements of foreign subsidiaries. It is also used to record the effect of the translation of the net investments in foreign operations. The cumulative amount is reclassified to the consolidated statement of comprehensive income when the foreign subsidiary is disposed of.

Non-distributable profit reserve

In certain overseas operations local regulations require a set amount of retained profit to be set aside and not be distributed as a dividend.

Asset realisation reserve

Arises from the disposal of 50% interest in BlueScope's ASEAN and west coast North American Building Product businesses to Nippon Steel Corporation in March 2013.

Asset revaluation reserve

Arises from the investment held by New Zealand Steel Ltd in Steel & Tube Holdings Ltd. Designated changes in fair value are recognised in the asset revaluation reserve (refer to note 21).

Controlled entity acquisition reserve

Arises from the Group's acquisition of the remaining 40% non-controlling interest in BlueScope Steel (Malaysia) Sdn Bhd and 5% of Lysaght Thailand Ltd and BlueScope Steel Thailand Ltd, adjusted for the subsequent 50% disposal of their additional interests into BlueScope and Nippon Steel Corporation joint venture established in March 2013. This item represents the difference between the amount paid and the balance of the non-controlling interest acquired.

20. Dividends

20.1 Ordinary shares

	Date paid	Parent entity		Amount \$M
		Franked	Cents per share	
Declared and paid during the period				
For the year ended 30 June 2025:				
FY25 interim ordinary dividend	25 March 2025	100% franked	30.0	131.6
FY24 final ordinary dividend	15 October 2024	100% franked	30.0	131.7
Total dividends paid			60.0	263.3
For the year ended 30 June 2024:				
FY24 interim ordinary dividend	26 March 2024	100% franked	25.0	111.4
FY23 final ordinary dividend	17 October 2023	100% franked	25.0	113.5
Total dividends paid			50.0	224.9

20.2 Dividends not recognised at year-end

For the year ended 30 June 2025, the Directors have approved the payment of a 50% franked dividend of 30 cents per fully paid ordinary share. The proposed dividend expected to be paid, but not recognised as a liability at year end, is \$131.6M.

The Company's Dividend Reinvestment Plan (DRP) is not active for the FY25 final dividend.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

20. Dividends (Continued)

20.3 Dividend franking account

	Parent entity	
	2025	2024
	\$M	\$M
Actual franking account balance as at the reporting date	24.8	143.5
Adjustments to franking account balance	3.7	(5.1)
Franking credits available for future years based on a tax rate of 30%	28.5	138.4

The franking credits available represent the balance of the franking account as at the reporting date, adjusted for:

- franking credits / (debits) that will arise from the payment / receipt of the amount of the provision for income tax;
- franking (debits) that will arise from the payment of dividends recognised as a liability at the reporting date; and
- franking credits that will arise from the receipt of dividends recognised as receivables at the reporting date.

20.4 Recognition and measurement

A provision for dividends is not recognised as a liability unless the dividends are declared, determined or publicly recommended on or before the reporting date.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

Group structure

This section provides information about the Group's structure including equity accounted investments, its controlled entities and when applicable, any business acquisitions or disposals. It includes the accounting policies and key judgements and estimates relevant to understanding these areas.

21. Other investments - fair value through other comprehensive income (OCI)

	2025 \$M	2024 \$M
Gross investment	42.7	42.1
Fair value revaluation	(25.4)	(21.4)
Total other investments	17.3	20.7

Other investments represents New Zealand Steel Limited's (NZS) 15.8% interest in Steel & Tube Holdings Limited (Steel & Tube), a company listed on the NZ stock exchange and a customer of NZS. NZS neither has control (requiring consolidation) nor joint control nor significant influence (requiring equity accounting) over this investment. This investment is recorded at fair value with changes recognised to an equity reserve.

22. Subsidiaries and non-controlling interests

22.1 Subsidiaries

Name of entity	Note	Country or region of incorporation	Equity holding 2025 (in %)	Equity holding 2024 (in %)
Amari Wolff Steel Pty Ltd	a.	Australia	100	100
Australian Iron & Steel Pty Ltd		Australia	100	100
BlueScope APT Holdings Pty Ltd	a.	Australia	100	100
BlueScope Building and Construction Limited	a.	Australia	100	100
BlueScope Distribution Pty Ltd	a.	Australia	100	100
BlueScope FT Holdings Pty Ltd	e. f.	Australia	100	100
BlueScope Future Technologies Pty Ltd	e.	Australia	100	100
BlueScope Pacific Steel (Fiji) Pty Limited	a.	Australia	100	100
BlueScope Pty Ltd		Australia	100	100
BlueScope Steel (AIS) Pty Ltd		Australia	100	100
BlueScope Steel (Finance) Limited		Australia	100	100
BlueScope Steel Americas Holdings Pty Ltd		Australia	100	100
BlueScope Steel Asia Holdings Pty Ltd		Australia	100	100
BlueScope Water Australia Pty Ltd	a.	Australia	100	100
BlueScopeX Pty Ltd		Australia	100	100
Fielders Manufacturing Pty Ltd	a.	Australia	100	100
Glenbrook Holdings Pty Ltd		Australia	100	100
John Lysaght (Australia) Pty Ltd		Australia	100	100
Laser Dynamics Australia Pty Ltd	a.	Australia	100	100
Lysaght Building Solutions Pty Ltd	a.	Australia	100	100
Metalcorp Steel Pty Limited	a.	Australia	100	100
New Zealand Steel (Aust) Pty Limited	a.	Australia	100	100
Orrcon Distribution Pty Ltd	a.	Australia	100	100
Orrcon Manufacturing Pty Ltd	a.	Australia	100	100
Permalite Aluminium Building Solutions Pty Ltd	a.	Australia	100	100
The Roofing Centre (Tasmania) Pty Ltd	a.	Australia	100	100
BlueScope Bliss Buildings (Shanghai) Co Ltd		China	100	100
BlueScope Building Systems (Xi'an) Co Ltd		China	100	100

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Notes to the consolidated financial statements

For the year ended 30 June 2025

22. Subsidiaries and non-controlling interests (Continued)

Name of entity	Note	Country or region of incorporation	Equity holding 2025 (in %)	Equity holding 2024 (in %)
BlueScope Lysaght (Shanghai) Limited		China	100	100
BlueScope Steel (Suzhou) Co. Ltd		China	100	100
BlueScope Steel Investment Management (Shanghai) Co Ltd		China	100	100
Butler (Shanghai) Inc		China	100	100
Butler (Tianjin) Inc		China	100	100
BlueScope Lysaght (Fiji) Pte Limited		Fiji	68	68
BlueScope Steel North Asia Ltd		Hong Kong	100	100
BlueScope Steel India (Private) Ltd		India	100	100
PT BlueScope Buildings Indonesia	h.	Indonesia	100	100
PT BlueScope Distribution Indonesia		Indonesia	100	100
PT NS BlueScope Indonesia	b.	Indonesia	50	50
PT NS BlueScope Lysaght Indonesia	b.	Indonesia	50	50
PT NS BlueScope Service Center Indonesia	b.	Indonesia	50	50
BlueScope Buildings (Malaysia) Sdn Bhd		Malaysia	100	100
NS BlueScope Malaysia Sdn Bhd	b.	Malaysia	50	50
NS BlueScope Asia Sdn Bhd	b.	Malaysia	50	50
NS BlueScope Lysaght Malaysia Sdn Bhd	b.	Malaysia	30	30
NS BlueScope Lysaght Sabah Sdn Bhd	b.	Malaysia	25	25
Global BMC (Mauritius) Holdings Limited		Mauritius	100	100
Butler de Mexico S. de R.L. de C.V.		Mexico	100	100
NS BlueScope Lysaght Myanmar Limited	b.	Myanmar	50	50
BlueScope Acier Nouvelle Caledonie SA	c.	New Caledonia	65	65
BlueScope Steel Finance NZ Limited		New Zealand	100	100
BlueScope Steel Trading NZ Limited		New Zealand	100	100
New Zealand Steel Development Limited		New Zealand	100	100
New Zealand Steel Holdings Ltd		New Zealand	100	100
New Zealand Steel Limited		New Zealand	100	100
Pacific Steel (NZ) Limited		New Zealand	100	100
SteelServ Limited		New Zealand	100	100
Steltech Structural Ltd		New Zealand	100	100
Tasman Steel Holdings Ltd		New Zealand	100	100
Toward Industries Ltd		New Zealand	100	100
Waikato North Head Mining Limited		New Zealand	100	100
BlueScope Steel International Holdings SA		Panama	100	100
BlueScope Steel Philippines Inc		Philippines	100	100
BlueScope Buildings (Singapore) Pte Ltd		Singapore	100	100
NS BlueScope Holdings Thailand Pte Ltd	b.	Singapore	50	50
NS BlueScope Lysaght Singapore Pte Ltd	b.	Singapore	50	50
NS BlueScope Pte Ltd	b.	Singapore	50	50
Steelcap Insurance Pte Ltd		Singapore	100	100
BlueScope Steel Southern Africa (Pty) Ltd		South Africa	100	100
BlueScope Lysaght Taiwan Limited	h.	Taiwan	80	80
BlueScope Buildings (Thailand) Ltd		Thailand	80	80
NS BlueScope (Thailand) Limited	b.	Thailand	40	40
NS BlueScope Lysaght (Thailand) Limited	b.	Thailand	40	40
Steel Holdings Company Limited	b.	Thailand	40	40
ASC Profiles LLC	b.	USA	51	50
BIEC International Inc		USA	100	100
BlueScope Blazer LLC		USA	100	100
BlueScope Buildings North America Inc		USA	100	100
BlueScope Buildings North America Engineering (Michigan) LLC		USA	100	100
BlueScope Coated Products LLC		USA	100	100
BlueScope Construction Inc		USA	100	100
BlueScope Finance (Americas) LLC		USA	100	100
BlueScope Properties Development LLC		USA	100	100
BlueScope Properties Group LLC		USA	100	100
BlueScope Properties Holdings LLC		USA	100	100
BlueScope Steel Americas LLC		USA	100	100

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Notes to the consolidated financial statements

For the year ended 30 June 2025

22. Subsidiaries and non-controlling interests (Continued)

Name of entity	Note	Country or region of incorporation	Equity holding 2025 (in %)	Equity holding 2024 (in %)
BlueScope Steel Holdings (USA) Partnership	g.	USA	-	100
BlueScope Steel Investments 2 LLC		USA	100	100
BlueScope Steel Investments 3 LLC		USA	100	100
BlueScope Steel Investments Inc		USA	100	100
BlueScope Steel North America Corporation		USA	100	100
BPG Arizona 1 LLC		USA	100	100
BPG AB Olathe 1 LLC		USA	100	100
BPG Dove Valley 2 LLC		USA	100	100
BPG Mid Florida South 1 LLC		USA	100	100
BPG Olathe 1 LLC		USA	100	100
BPG Riverside 1 LLC		USA	100	100
BPG Tradeport East 1 LLC		USA	100	100
BPG Burlington 1 LLC	i.	USA	100	-
BlueScope Recycling and Materials LLC		USA	100	100
BlueScope Recycling and Materials Transport LLC		USA	100	100
Butler Holdings Inc		USA	100	100
Butler Pacific Inc		USA	100	100
Fulton County Properties LLC		USA	100	100
IPI Waterloo LLC		USA	100	100
North Star BlueScope Steel LLC		USA	100	100
NS BlueScope Holdings USA LLC	b.	USA	51	50
Steelscape LLC	b.	USA	51	50
Steelscape Washington LLC	b.	USA	51	50
Tri-Star Investment Company LLC		USA	100	100
VSMA Inc	g.	USA	-	100
BlueScope Lysaght (Vanuatu) Ltd	c. d.	Vanuatu	39	39
BlueScope Buildings Vietnam Limited		Vietnam	100	100
NS BlueScope Lysaght Vietnam Limited	b.	Vietnam	50	50
NS BlueScope Vietnam Limited	b.	Vietnam	50	50

All subsidiaries incorporated in Australia are members of the BlueScope Steel Limited tax consolidated group (refer to note 29.4). The references in the table above refer to the following:

- These subsidiaries have been granted relief from the necessity to prepare financial reports in accordance with ASIC Corporations (wholly-owned Companies) Instrument 2016/785 issued by the Australian Securities and Investments Commission (refer to note 30).
- These entities are part of the joint venture established between BlueScope and Nippon Steel Corporation in March 2013 and have been classified as controlled entities because of the Group's unilateral right to appoint the CEO (and other Key Management Personnel), approval of the operating budget and retaining significant decision-making authority. Refer to note 22.3 for detail on the acquisition of the additional 1% interest in the North American operations of the joint venture.
- These controlled entities are audited by firms other than Ernst & Young and affiliates.
- The Group's ownership of the ordinary share capital in this entity represents a beneficial interest of 39% represented by its 65% ownership in BlueScope Acier Nouvelle Caledonie SA, which in turn has 60% ownership of the entity.
- Change in name during the year:
 - On 17 February 2025, BlueScope Steel Employee Share Plan Pty Ltd name changed to BlueScope FT Holdings Pty Ltd.
 - On 14 February 2025, A.C.N. 676 749 456 Pty Ltd name changed to BlueScope Future Technologies Pty Ltd.
- This entity has a participating interest in the NeoSmelt joint operation and recognises its share of assets, liabilities, revenue and expenses in the consolidated financial statements.
- Entities merged with other wholly-owned BlueScope entities during the year.
- Entities in process of liquidation.
- New entity incorporated during the year.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

22. Subsidiaries and non-controlling interests (Continued)

22.2 Interest in joint operations

Project NeoSmelt

BlueScope, Rio Tinto, BHP, Mitsui Iron Ore Development and Woodside Energy have partnered together to develop Project NeoSmelt with each participant taking an equal interest in the joint operation. The project aims to accelerate the decarbonisation of steelmaking by developing a pilot facility in Kwinana (WA), focused on direct-reduced iron and electric-smelting technology.

BlueScope FT Holdings Pty Ltd recognises BlueScope's share (20%) of assets, liabilities, revenue and expenses arising from the joint operation in the consolidated financial statements. The joint operation has made no significant contribution to the Group's net profit or net assets at 30 June 2025.

22.3 Non-controlling interests (NCI)

Non-controlling interests in the results and equity of subsidiaries are shown separately in the consolidated statement of comprehensive income, consolidated statement of changes in equity and consolidated statement of financial position.

Financial information of subsidiaries that have material non-controlling interests, as determined by reference to the net assets of the Group, are provided below. The equity interest stated is that held by non-controlling interests.

	Country of incorporation	NCI equity holding 2025 (in %)	NCI equity holding 2024 (in %)
NS BlueScope (Thailand) Ltd	Thailand	60	60
Steelscape LLC	USA	49	50

Transactions with non-controlling interests

In January 2025, BlueScope acquired an additional 1% interest in NS BlueScope Holdings USA LLC for US\$7.3M (\$11.6M) resulting in a \$4.3M charge recognised in equity upon disposal of the 1% non-controlling interest.

NS BlueScope Holdings USA LLC is the parent entity of the Steelscape and ASC Profiles businesses, which represent the North American operations of the joint venture between BlueScope and Nippon Steel Corporation. There has been no change to the assessment of NS BlueScope Holdings USA LLC as a subsidiary of BlueScope (refer to note 22.1 footnote b), and no change in the governance or terms of the joint venture, as a result of this transaction.

	2025 \$M	2024 \$M
Accumulated balances of material non-controlling interest:		
NS BlueScope (Thailand) Ltd	238.3	208.4
Steelscape LLC	174.5	184.3
Profit / (loss) allocated to material non-controlling interest:		
NS BlueScope (Thailand) Ltd	44.5	42.0
Steelscape LLC	24.4	51.1

Notes to the consolidated financial statements

For the year ended 30 June 2025

22. Subsidiaries and non-controlling interests (Continued)

The summarised financial information of these subsidiaries is provided below. This information is based on amounts before intercompany eliminations. Other individual immaterial subsidiaries include intercompany eliminations.

	2025				2024			
	NS BlueScope (Thailand) Ltd	Steelscape LLC	Other individual immaterial subsidiaries	Total	NS BlueScope (Thailand) Ltd	Steelscape LLC	Other individual immaterial subsidiaries	Total
	\$M	\$M	\$M	\$M	\$M	\$M	\$M	\$M

Summarised statement of financial position

Current assets	221.3	339.9			188.3	360.6		
Non-current assets	277.1	170.2			256.7	166.3		
Current liabilities	87.3	100.4			82.4	104.0		
Non-current liabilities	13.9	53.5			15.3	54.3		
Net assets	397.2	356.2			347.3	368.6		
Net assets attributable to NCI	238.3	174.5	193.4	606.2	208.4	184.3	171.4	564.1

Summarised statement of profit and loss

Revenue	548.2	897.3			527.0	1,061.7		
Profit before tax	82.8	49.8			78.7	102.2		
Income tax expense	(8.7)	-			(8.6)	-		
Profit after tax	74.1	49.8			70.1	102.2		
Profit after tax attributable to NCI	44.5	24.4	36.3	105.2	42.0	51.1	49.4	142.5

Summarised statement of cash flows

Cash inflow (outflow) from operating activities	90.9	73.2			81.9	89.3		
Cash inflow (outflow) from investing activities	(7.2)	(15.8)			(10.4)	(13.5)		
Cash inflow (outflow) from financing activities	(85.3)	(76.0)			(58.2)	(77.7)		
Dividends paid to NCI	44.1	35.6	16.7	96.4	19.9	33.8	72.5	126.2

23. Investment in associates

	2025 \$M	2024 \$M
Investment in associates	0.8	0.6

Name of entity	Country of incorporation	Equity holding 2025 (in %)	Equity holding 2024 (in %)
Saudi Building Systems Manufacturing Company Ltd (i)	Saudi Arabia	30	30
NS BlueScope Lysaght (Sarawak) Sdn Bhd	Malaysia	25	25
Tri Star Metal Alliance LLC	USA	33	33

(i) The entity is in the process of liquidation.

Notes to the consolidated financial statements

For the year ended 30 June 2025

23. Investment in associates (Continued)

23.1 Movements in carrying amounts

	2025 \$M	2024 \$M
Carrying amount at the beginning of the year	0.6	0.4
Share of profits after income tax	3.9	1.6
Dividends received/receivable	(2.2)	(1.4)
Reserve movements	0.2	-
Transfers	(1.7)	-
Carrying amount at the end of the year	0.8	0.6

23.2 Contingent assets and liabilities relating to associates

There were no contingent assets and liabilities relating to investments in associates.

23.3 Recognition and measurement

Associates are all entities over which the Group has significant influence but not control or joint control, generally accompanying a shareholding of between 20% and 50% of the voting rights. Investments in associates are accounted for in the consolidated financial statements using the equity method of accounting, after initially being recognised at cost.

The Group's share of its associates' post-acquisition profits or losses is recognised in profit or loss, and its share of post-acquisition movements in reserves is recognised in other comprehensive income. The cumulative post-acquisition movements are adjusted against the carrying amount of the investment. Dividends receivable from associates in the consolidated financial statements reduce the carrying amount of the investment.

When the Group's share of losses in an associate equals or exceeds its interest in the associate, including any other unsecured long-term receivables, the Group does not recognise further losses, unless it has incurred obligations or made payments on behalf of the associate.

Unrealised gains on transactions between the Group and its associates are eliminated to the extent of the Group's interest in the associates. Unrealised losses are also eliminated unless the transaction provides evidence of an impairment of the asset transferred. Accounting policies of associates have been changed where necessary to ensure consistency with the policies adopted by the Group.

24. Investment in joint ventures

	2025 \$M	2024 \$M
Interest in joint ventures	108.6	125.7

The Group has a 50% interest in Tata BlueScope Steel Private Ltd (TBSL), an Indian resident company, the principal activity of which is to manufacture metallic coated and painted steel products.

24.1 Movements in carrying amounts

	Tata BlueScope Steel	
	2025 \$M	2024 \$M
Carrying amount at the beginning of the year	125.7	141.0
Share of profit after income tax	1.5	5.5
Dividends received/receivable	(18.6)	(18.5)
Reserve movements	-	0.3
Exchange differences	-	(2.6)
Carrying amount at the end of the year	108.6	125.7

Notes to the consolidated financial statements

For the year ended 30 June 2025

24. Investment in joint ventures (Continued)

24.2 Summarised financial information

	Tata BlueScope Steel	
	2025	2024
	\$M	\$M
Summarised statement of financial position		
Cash and cash equivalents	31.8	33.3
Financial investments	41.9	56.9
Other current assets	162.0	173.7
Non-current assets	237.4	250.6
Total assets	473.1	514.5
Current borrowings and lease liabilities	8.7	5.5
Other current liabilities	107.5	106.4
Non-current borrowings and lease liabilities	130.9	139.2
Other non-current liabilities	8.8	12.1
Total liabilities	255.9	263.2
Net assets	217.2	251.3
Proportion of the Group's ownership (%)	50.0	50.0
Carrying amount of the investment	108.6	125.7
Summarised statement of comprehensive income		
Revenues	783.4	790.6
Expenses	(754.1)	(749.0)
Depreciation and amortisation expense	(19.0)	(18.8)
Net finance income (expense)	(6.3)	(7.8)
Profit before income tax	4.0	15.0
Income tax expense)	(1.0)	(4.0)
Profit after income tax	3.0	11.0
Group's share of profit for the year	1.5	5.5
Group's share of capital commitments	0.5	0.5

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Notes to the consolidated financial statements

For the year ended 30 June 2025

24. Investment in joint ventures (Continued)

24.3 Contingent liabilities relating to joint ventures

Disputed rent

The Jharkhand Government has been in a land rental dispute with Tata Steel for several years and this matter impacts the rental costs of TBSL as a sub-tenant of Tata Steel. BlueScope's 50% share of this contingent liability is \$5.9M (2024: \$5.6M).

Taxation

TBSL has direct and indirect tax computations which have been submitted but not agreed by the relevant authorities. TBSL has provided for the amount of tax it expects to pay taking into account professional advice it has received. The matters currently in dispute could result in amendments to the original computations. BlueScope's 50% share of the potential amendments is \$8.7M (2024: \$5.0M).

24.4 Secured liabilities and assets pledged as security

The Tata BlueScope Steel borrowings and lease liabilities totalling \$139.6M (2024: \$144.7M) are secured against property, plant and equipment.

24.5 Recognition and measurement

Joint arrangements are classified as joint operations or joint ventures based on the rights and obligations of the parties to the joint arrangements. A joint operation is a joint arrangement whereby the parties that have joint control of the arrangement ('joint operators') have rights to the assets, and obligations for the liabilities, relating to the arrangement. A joint venture is a joint arrangement whereby the parties that have joint control of the arrangement ('joint venturers') have rights to the net assets of the arrangement.

The interests in joint ventures are accounted for in the financial statements using the equity method. Under the equity method, the share of the profits or losses of the joint venture is recognised in profit or loss, and the share of post-acquisition movements in reserves is recognised in other comprehensive income.

Profits or losses on transactions establishing a joint venture and transactions with a joint venture are eliminated to the extent of the Group's ownership interest until such time as they are realised by the joint venture partnership on consumption or sale. However, a loss on the transaction is recognised immediately if the loss provides evidence of a reduction in the net realisable value of current assets, or an impairment loss.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

Unrecognised items

This section provides information about items that are not recognised in the financial statements as they do not yet satisfy the recognition criteria but could potentially have an impact on the Group's financial position and performance.

25. Contingencies

25.1 Contingent liabilities

The Group had contingent liabilities as at 30 June 2025 in respect of:

Outstanding legal matters

There are a range of individually immaterial outstanding legal matters that were contingent on court decisions, arbitration rulings and private negotiations to determine amounts required for settlement.

Guarantees

In Australia, BlueScope Steel Limited has provided \$88.4M (2024: \$87.8M) in guarantees to various state workers compensation authorities as a prerequisite for self-insurance. An amount, net of recoveries, of \$73.8M (2024: \$67.9M) has been recognised as recommended by independent actuarial advice.

Bank guarantees have been provided to customers and suppliers in respect of the performance of goods and services provided and purchases of goods and services which are immediately callable by default. Bank guarantees outstanding as at 30 June 2025 totalled \$254.9M (2024: \$138.9M).

Taxation

The Group operates in many countries across the world, each with separate taxation authorities, which results in significant complexity. At any point in time there are tax computations which have been submitted but not agreed by those tax authorities and matters which are under discussion between Group companies and the tax authorities. The Group provides for the amount of tax it expects to pay taking into account those discussions and professional advice it has received. While the conclusion of such matters may result in amendments to the original computations, the Group does not believe that such adjustments will have a material adverse effect on its financial position, although such adjustments may be significant to any individual year's income statement.

Regulatory

The Group is subject to extensive government laws and regulation, including environmental, greenhouse gas (GHG) emissions, tax, occupational health and safety, competition law and trade restrictions in each of the countries in which it operates. The Group is also subject to risks posed by the conduct of our employees and other participants in the supply chain and to the risk of regulatory investigations into compliance with government laws and regulations which could be lengthy and costly.

25.2 Contingent assets

There are no material contingent assets required for disclosure as at 30 June 2025 (2024: Nil).

26. Subsequent events

Other than matters outlined elsewhere in the financial report, no other matters or circumstances have arisen since the end of the financial year that have significantly affected, or may significantly affect, the operations, results of operations or state of affairs of the Group in subsequent accounting periods.

Notes to the consolidated financial statements

For the year ended 30 June 2025

Other information

This section of the notes includes information on items which require disclosure to comply with Australian Accounting Standards and other regulatory pronouncements but are not considered critical in understanding the financial performance or position of the Group.

27. Share-based payments

27.1 Share award schemes

Eligible employees of the Group have the right to participate in the Group's share plans. Shares, share rights and performance rights are offered in these share plans and are granted by the Company to eligible employees of the Group. This note should be read in conjunction with the Remuneration Report which forms part of the Directors' Report and contains detailed information regarding remuneration for Key Management Personnel.

STI share award (STI)

The Board approved the annual FY2025 STI for the Managing Director and CEO and executives, being a one-year equity program. No amount will be paid in cash. Performance was assessed against a range of financial and other measures aligned with the returns delivered to shareholders from the implementation of initiatives under the Group's strategic plan.

Long Term Alignment Rights Plan (LTAR)

The LTAR plan is a program determined annually by the Board, which awards share rights to the Managing Director and CEO and eligible senior management. The share rights are designed to build share ownership and reward senior management for long-term value creation, and are part of the Group's overall recognition and retention strategy. The share rights give the right to receive an ordinary share at a later date subject to the satisfaction of certain performance criteria and continued employment with the Group.

The share rights available for exercise are contingent on the Group's achievement of a three-year rolling average Return on Invested Capital (ROIC) and debt leverage, as well as individual adherence to Our Bond. Share rights that fail to meet performance vesting conditions will lapse upon the expiry date, or sooner upon employee resignation or termination. Plans have been granted at \$Nil exercise price.

Deferred Equity / Retention Rights Award (RR)

The Board awarded deferred equity awards to senior management throughout the Group, with no performance hurdles required to be met. The equity award gives the right to receive an ordinary share at a later date subject to continued employment with the Group.

Talent Retention Equity Rights (TRE)

The Board awarded talent retention equity rights to selected senior management. The equity award gives the right to receive an ordinary share at a later date subject to maintaining personal performance ratings above the required level and continued employment with the Company.

Non-Executive Director Salary Sacrifice Share Plan (NED)

The Board awarded a fee sacrifice plan to non-executive directors, designed to provide them the opportunity to acquire share rights through sacrificing a fixed portion of their fees covering periods of 6 months intervals. The share rights are being settled by an on-market purchase of BlueScope Steel Limited shares.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

27. Share-based payments (Continued)

27.2 Fair value of share rights granted

The fair value of the share rights granted during the year ended 30 June 2025 are as follows:

Fair Value inputs	FY2025 STI award	FY2025 LTAR plan	FY2025 TRE rights	FY2025 NED Tranche 1	FY2025 NED Tranche 2
Grant date	4-Dec-24	4-Dec-24	4-Dec-24	6-Dec-23	6-Dec-23
Vesting date	2-Sep-25	2-Sep-27	2-Sep-26	31-Dec-24	30-Jun-25
Share rights granted	157,607	1,117,050	85,000	6,835	6,462
Fair value estimate at grant date (\$)	21.58	20.45	21.01	18.17	17.96
Cash settled rights ¹	-	34,575	7,000	-	-
Valuation date share price (\$)	22.02	22.02	22.02	21.29	21.29
Expected dividend yield (%)	2.72	2.73	2.72	2.35	2.35
Expected risk-free interest rate (%)	4.69	4.30	4.49	4.52	4.37
Expected share price volatility (%)	25.00	25.00	25.00	12.50	12.50

1. The cash settled rights have been issued to eligible employees in Asia who are entitled to receive cash bonuses three years from grant date, in place of shares. The fair value of the cash rights is calculated as the sum of the market value of shares and dividends that would have otherwise been received.

In addition to the above, in FY2025, there were various sign-on rights awarded to selected senior management totalling 62,141 share rights and 2,447 cash rights.

27.3 Cash and equity settled awards outstanding

	STI award	LTAR plan	TRE rights	RR and Sign-on rights	NED plan
Outstanding at the beginning of the year	110,578	2,926,022	206,000	71,008	5,718
Granted during the year	157,607	1,151,625	92,000	64,588	13,297
Exercised during the year	(78,088)	(682,608)	(108,333)	(71,008)	(12,553)
Lapsed during the year	(32,490)	(181,045)	(7,667)	-	-
Outstanding at the end of the year	157,607	3,213,994	182,000	64,588	6,462
Exercisable at the end of the year	-	-	-	-	6,462

The average share price for the year ended 30 June 2025 was \$21.61 (2024: \$21.29). The weighted average remaining contractual life of share rights outstanding at the end of the reporting period was 1 year (2024: 1 year).

27.4 Expense arising from share-based payment transactions

	2025 \$M	2024 \$M
Employee share rights expense	22.0	21.4
Employee share awards expense	1.0	0.8
Total net expense arising from share-based payments	23.0	22.2

Notes to the consolidated financial statements

For the year ended 30 June 2025

27. Share-based payments (Continued)

27.5 Recognition and measurement

Equity settled transactions

The fair value of equity settled awards is recognised as an employee benefit expense with a corresponding increase to the share based payments reserve within equity. The amount to be expensed is determined by reference to the fair value of the share awards or share rights granted, which includes any market performance conditions but excludes the impact of non-market performance vesting conditions.

Non-market vesting conditions are included in assumptions about the number of share awards or share rights that are expected to vest. The expense is recognised over the vesting period, which is the period over which all of the specified vesting conditions are expected to be satisfied. At the end of each period, the entity revises its estimates of the number of share awards and share rights that are expected to vest based on non-market vesting conditions. The Group recognises the impact of the revision to original estimates, if any, in profit or loss, with a corresponding adjustment to equity.

The cumulative expense recognised for equity settled transactions at each reporting date until vesting date reflects the extent to which the expected vesting period has expired and the number of rights that are expected to ultimately vest. This number is based on the best available information at the reporting date. No expense is recognised for awards that do not ultimately vest due to a performance condition not being met, except for share rights where vesting is only conditional upon a market condition. No adjustment is made for the likelihood of market performance conditions being met as the effect of these conditions is included in the determination of fair value at grant date.

Upon the exercise of equity settled share awards, the balance of the share-based payments reserve relating to those rights and awards is transferred to share capital. The dilutive effect, if any, of outstanding rights is reflected as additional share dilution in the computation of diluted earnings per share.

Cash settled transactions

The ultimate expense recognised in relation to cash-settled transactions will be equal to the actual cash paid to the employees, which will be the fair value at settlement date. The expected cash payment is estimated at each reporting date and a liability is recognised to the extent that the vesting period has expired and in proportion to the amount of the awards that are expected to ultimately vest.

27.6 Key accounting judgements and estimates

Fair value measurement of share-based payments

The fair value of equity settled awards at grant date is independently determined by an external valuer using a Black-Scholes option pricing model that includes a Monte Carlo simulation analysis, which takes into account the exercise price, the term of the share right, the impact of dilution, the share price at grant date and expected price volatility of the underlying share, the expected dividend yield and the risk-free interest rate for the term of the share right.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

28. Related party transactions

28.1 Parent entities

The ultimate parent entity within the Group is BlueScope Steel Limited, which is incorporated in Australia.

28.2 Key Management Personnel compensation

	2025 \$'000	2024 \$'000
Short-term employee benefits	11,788.6	11,068.4
Post-employment and other long-term benefits	473.7	511.5
Share-based payments	6,346.6	5,847.2
Total Key Management Personnel compensation	18,608.9	17,427.1

28.3 Transactions with other related parties

The following transactions occurred with related parties other than Key Management Personnel or entities related to them:

	2025 \$M	2024 \$M
<i>Sales of goods and services</i>		
Sales of goods to associates	4.1	2.5
<i>Superannuation contributions</i>		
Contribution to superannuation funds on behalf of employees	158.8	145.2

28.4 Outstanding balances

The following balances are outstanding at the reporting date in relation to transactions with related parties other than Key Management Personnel:

	2025 \$M	2024 \$M
<i>Current receivables (sales of goods and services)</i>		
Associates	0.7	0.7

28.5 Terms and conditions

Sales of finished goods and purchases of raw materials from related parties are made in arm's length transactions both at normal market prices and on normal commercial terms.

The terms and conditions of the tax funding agreement are set out in note 29.4.

Outstanding balances are unsecured and are repayable in cash.

Other director transactions with Group entities

Transactions with related parties of directors of subsidiaries within the BlueScope Steel Group total \$1.6M (2024: \$1.5M). These transactions have been made on commercial arm's length terms and conditions.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

29. Parent entity financial information

29.1 Summary financial information

	Parent entity	
	2025	2024
	\$M	\$M
Summarised statement of comprehensive income		
Revenue	3,831.4	3,899.9
Other Income	-	0.8
Impairment expense	(32.3)	(29.3)
Finance costs	(185.3)	(178.3)
Other expenses	(3,427.4)	(3,541.7)
Profit before income tax	186.4	151.4
Income tax expense	(46.5)	(60.1)
Profit for the year	139.9	91.3
Other comprehensive income / (loss) for the year	(5.3)	1.1
Total comprehensive income for the year	134.6	92.4
Summarised statement of financial position		
Assets		
Current assets	1,545.4	1,769.7
Non-current assets	4,228.5	3,910.0
Total assets	5,773.9	5,679.7
Liabilities		
Current liabilities	3,046.7	2,865.8
Non-current liabilities	191.3	142.4
Total liabilities	3,238.0	3,008.2
Net assets	2,535.9	2,671.5
Equity		
Contributed equity	2,357.7	2,389.6
Share-based payments reserve	67.1	42.1
Hedge reserve	(2.8)	2.5
Profits reserve ¹	1,768.0	1,891.4
Retained losses	(1,654.1)	(1,654.1)
Total equity	2,535.9	2,671.5

1. Profits reserve represents profits available for distribution to BlueScope Steel Limited shareholders as dividends.

Current liabilities largely comprise balances with other entities within the Group. These balances will not be called within the next 12 months.

Notes to the consolidated financial statements

For the year ended 30 June 2025

29. Parent entity financial information (Continued)

29.2 Guarantees entered into by the parent entity

In Australia, the parent entity has given \$88.4M (2024: \$87.8M) in guarantees to various state workers compensation authorities as a prerequisite for self-insurance and has entered into a deed of cross-guarantee with certain Australian wholly-owned subsidiaries (note 30). Additionally, the parent entity has provided financial guarantees to subsidiaries in respect of the following:

	Parent entity	
	2025	2024
	\$M	\$M
Bank overdrafts and loans of subsidiaries	1,576.5	1,385.2
Trade finance facilities	229.6	225.6
Total	1,806.1	1,610.8

29.3 Capital commitments

As at 30 June 2025, the parent entity had capital commitments for property, plant and equipment of \$145.8M (2024: \$230.1M). These commitments are not recognised as liabilities as the relevant assets have not yet been received.

29.4 Recognition and measurement

The financial information for the parent entity BlueScope Steel Limited has been prepared on the same basis as the consolidated financial statements, except as set out below.

Investment in subsidiaries

Investments in subsidiaries are accounted for at cost less accumulated impairment losses in the financial statements of BlueScope Steel Limited.

Tax consolidation legislation

BlueScope Steel Limited and its wholly-owned Australian controlled entities have entered into a tax sharing and funding agreement in relation to their participation in the tax consolidation regime. Under the terms of this agreement, the wholly-owned entities reimburse BlueScope Steel Limited for any current tax payable assumed and are compensated by BlueScope Steel Limited for any current tax receivable and deferred tax assets relating to unused tax losses or unused tax credits that are transferred to BlueScope Steel Limited under the tax consolidation legislation. The funding amounts are determined by reference to the amounts recognised in the wholly-owned entities' financial statements.

The amounts receivable/payable under the tax funding agreement are due upon receipt of the funding advice from BlueScope Steel Limited, which is issued as soon as practicable after the end of each financial year. BlueScope Steel Limited may require payment of interim funding amounts to assist with its obligations to pay tax instalments.

The tax sharing agreement limits the joint and several liability of the wholly-owned entities in the case of a default by BlueScope Steel Limited. At the reporting date, the possibility of default is considered remote.

The tax consolidated group has applied the group allocation approach in determining the appropriate amount of current taxes to allocate to members of the tax consolidated group. Intercompany receivables of \$66.5M (2024: \$58.4M) and intercompany payables of \$99.2M (2024: \$84.3M) of BlueScope Steel Limited have been recognised as a tax consolidated adjustment.

Notes to the consolidated financial statements

For the year ended 30 June 2025

30. Deed of cross-guarantee

BlueScope Steel Limited and certain Australian wholly owned subsidiaries are parties to a deed of cross-guarantee (Deed) under which each company guarantees the debts of the others. The companies in the Deed are referenced in Note 22.1, and are as follows:

- Amari Wolff Steel Pty Ltd
- BlueScope Building and Construction Ltd
- BlueScope Distribution Pty Ltd
- BlueScope Pacific Steel (Fiji) Pty Limited
- BlueScope Steel Limited
- BlueScope APT Holdings Pty Ltd
- BlueScope Water Australia Pty Ltd
- Fielders Manufacturing Pty Ltd
- Lysaght Building Solutions Pty Ltd
- Laser Dynamics Australia Pty Ltd
- Metalcorp Steel Pty Ltd
- New Zealand Steel (Aust) Pty Ltd
- Orrcon Distribution Pty Ltd
- Orrcon Manufacturing Pty Ltd
- Permalite Aluminium Building Solutions Pty Ltd
- The Roofing Centre (Tasmania) Pty Ltd

By entering into the Deed, wholly owned subsidiaries which are large proprietary companies have been relieved from their requirement to prepare a financial report and Directors' Report under ASIC (wholly-owned Companies) Instrument 2016/785 issued by the Australian Securities and Investments Commission.

30.1 Statement of comprehensive income and a summary of movements in consolidated retained losses

The above companies represent a 'closed group' for the purposes of the Class Order, and as there are no other parties to the deed of cross-guarantee that are controlled by BlueScope Steel Limited, they also represent the 'extended closed group'.

Statement of comprehensive income	Deed	
	2025 \$M	2024 \$M
Revenue	4,711.6	4,897.1
Other income	-	0.8
Changes in inventories of finished goods and work in progress	(37.7)	56.2
Raw materials and consumables used	(2,674.0)	(2,903.4)
Employee benefits expense	(758.3)	(730.7)
Depreciation and amortisation expense	(144.3)	(136.6)
Impairment expense	(6.6)	(20.2)
Freight on external despatches	(338.1)	(330.9)
External services	(254.1)	(265.5)
Finance costs	(197.8)	(188.2)
Other expenses from ordinary activities	(112.2)	(185.0)
Profit before income tax	188.5	193.6
Income tax expense	(39.8)	(70.2)
Profit for the year	148.7	123.4
Other comprehensive income / (loss) for the year	-	(6.9)
Total comprehensive income for the year	148.7	116.5

Summary of movements in consolidated retained losses	Deed	
	2025 \$M	2024 \$M
Retained losses at the beginning of the year	(1,558.3)	(1,590.4)
Net profit for the year	148.7	123.4
Transfer to profits reserve	(139.6)	(91.3)
Other	0.9	-
Retained losses at the end of the year	(1,548.3)	(1,558.3)

Notes to the consolidated financial statements

For the year ended 30 June 2025

30. Deed of cross-guarantee (Continued)

30.2 Statement of financial position

	Deed	
	2025	2024
	\$M	\$M
ASSETS		
Current assets		
Cash and cash equivalents	0.3	0.2
Trade and other receivables	1,201.8	1,428.2
Contract assets	1.4	3.4
Inventories	801.7	835.4
Deferred charges and prepayments	24.7	21.6
Total current assets	2,029.9	2,288.8
Non-current assets		
Trade and other receivables	-	2.6
Inventories	26.1	26.1
Other financial assets	2,479.6	2,423.2
Property, plant and equipment	1,359.9	1,075.7
Right-of-use assets	284.1	208.3
Deferred tax assets	37.5	49.9
Intangible assets	45.1	53.6
Deferred charges and prepayments	-	0.9
Total non-current assets	4,232.3	3,840.3
Total assets	6,262.2	6,129.1
LIABILITIES		
Current liabilities		
Trade and other payables	718.1	696.1
Borrowings	2,300.3	2,144.8
Lease liabilities	51.2	48.7
Provisions	167.1	182.0
Contract liabilities	25.4	18.1
Current tax liabilities	3.7	-
Total current liabilities	3,265.8	3,089.7
Non-current liabilities		
Trade and other payables	10.7	9.8
Lease liabilities	277.5	204.2
Provisions	66.2	57.8
Deferred income	0.3	0.3
Total non-current liabilities	354.7	272.1
Total liabilities	3,620.5	3,361.8
Net assets	2,641.7	2,767.3
EQUITY		
Contributed equity	2,357.7	2,389.6
Share-based payments reserve	67.1	42.1
Hedging reserve	(2.8)	2.5
Profits reserve	1,768.0	1,891.4
Retained losses	(1,548.3)	(1,558.3)
Total equity	2,641.7	2,767.3

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Notes to the consolidated financial statements

For the year ended 30 June 2025

31. Financial instruments and risk

31.1 Financial assets and liabilities

	Note	30 June 2025					30 June 2024				
		Debt instruments at amortised cost	Equity instruments at FVOCI	Derivative instruments at fair value	Financial liabilities at amortised cost	Total carrying amount	Debt instruments at amortised cost	Equity instruments at FVOCI	Derivative instruments at fair value	Financial liabilities at amortised cost	Total carrying amount
		\$M	\$M	\$M	\$M	\$M	\$M	\$M	\$M	\$M	\$M
Financial assets											
Receivables	6	1,783.3	-	-	-	1,783.3	1,628.1	-	-	-	1,628.1
Equity investment	21	-	17.3	-	-	17.3	-	20.7	-	-	20.7
Derivative financial instruments	31.4	-	-	13.1	-	13.1	-	-	17.6	-	17.6
		1,783.3	17.3	13.1	-	1,813.7	1,628.1	20.7	17.6	-	1,666.4
Financial liabilities											
Payables	9	-	-	-	(2,034.0)	(2,034.0)	-	-	-	(1,986.3)	(1,986.3)
Borrowings	16	-	-	-	(279.7)	(279.7)	-	-	-	(185.2)	(185.2)
Lease liabilities	17.2	-	-	-	(606.3)	(606.3)	-	-	-	(536.3)	(536.3)
Derivative financial instruments	31.4	-	-	(33.1)	-	(33.1)	-	-	(30.5)	-	(30.5)
Total net financial assets / (liabilities)		1,783.3	17.3	(20.0)	(2,920.0)	(1,139.4)	1,628.1	20.7	(12.9)	(2,707.8)	(1,071.9)

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Notes to the consolidated financial statements

For the year ended 30 June 2025

31. Financial instruments and risk (Continued)

31.2 Risk management

The Board of Directors has overall responsibility for overseeing the management of financial risks, and approves policies for financial risk management with the objective of supporting the delivery of financial targets while protecting future financial security.

The Group's Audit Committee regularly reviews the financial risk management framework to ensure it is appropriate when considering any changes in market conditions. It reviews financial risk management controls and procedures and oversees how management monitors compliance with these, and monitors the levels of exposure to fluctuations in commodity prices, interest rates, and foreign exchange rates.

Risk	Exposure arising from	Measurement	Management
Foreign exchange risk	Foreign currency payables and receivables (primarily USD) and investments in foreign currency.	Sensitivity analysis and cash flow forecasting	Hedged with forward foreign exchange contracts or internal net investment hedges of foreign operations, as disclosed in note 31.3.
Interest rate risk	Floating interest rate bearing liabilities (2025: \$277.6M, 2024: \$176.9M) and cash and cash equivalents (2025: \$857.6M, 2024: \$1,085.5M).	Sensitivity analysis	The profit impact from a reasonably possible movement in interest rates (+/- 100 basis points) is +/- \$4.3M net of tax.
Commodity price risk	International steel prices (primarily hot rolled coil and slab), and commodity prices including iron ore, coal, scrap, zinc, aluminium, electricity and Brent oil.	Sensitivity analysis	Forward commodity contracts as disclosed in note 31.4. The equity impact from a reasonably possible movement in Brent oil prices (+/- 10 %) is +/- \$6.1M net of tax.
Liquidity risk	Difficulty in meeting obligations associated with financial liabilities.	Rolling cash flow forecasts	The Group's net exposure to liquidity risk is not significant based on available funding facilities and cash flow forecasts. Refer to note 16.2 for a summary of the Group's material financing facilities. When undertaking financing facilities, the Group considers a liquidity buffer which is reviewed at least annually.
Credit risk (counterparties / geographical)	<ul style="list-style-type: none"> • Possibility that counterparties to the Group's financial assets, including cash, receivables and derivative financial instruments, will fail to settle their obligations under the contracts. • Large number of customers internationally dispersed with trades in several major geographical regions. • Regions in which the Group has a significant credit exposure are Australia, USA, China, South East Asia and New Zealand. • Significant transactions with major customers, being Kanji Group, Southern Group, Liberty OneSteel and Fletcher Building Group within the Australian and New Zealand operations and Worthington Steel Inc. within the North American operations. 	Ageing fair value exposure management	<ul style="list-style-type: none"> • Establish credit approvals and limits, including the assessment of counterparty creditworthiness. • Undertake monitoring procedures such as periodic assessments of the financial viability of its counterparties and reviewing terms of trade. • Obtain letters of credit from financial institutions to guarantee the underlying payment from trade customers. • Undertake debtor insurance to cover selective receivables for both commercial and sovereign risks.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

31. Financial instruments and risk (Continued)

31.3 Foreign currency risk exposure and sensitivity analysis (A\$/US\$)

	2025 \$M	2024 \$M
Cash and cash equivalents	190.1	82.2
Trade and other receivables	151.1	60.7
Forward foreign exchange contracts	1.4	0.6
Forward commodity contracts	0.7	8.6
Commodity option	7.7	8.0
Financial assets	351.0	160.1
Trade and other payables	136.8	115.7
Borrowings	84.2	30.1
Forward commodity contracts	6.8	2.4
Financial liabilities	227.8	148.2
Net exposure	123.2	11.9

Judgement of reasonably possible movements:	Post-tax profit higher (lower)		Equity higher (lower)	
	2025 \$M	2024 \$M	2025 \$M	2024 \$M
A\$/US\$ + 10% (2024: +10%)	(7.5)	(0.1)	(7.5)	(0.1)
A\$/US\$ - 10% (2024: -10%)	9.2	(0.1)	9.2	(0.1)

31.4 Commodity price and foreign exchange risk management

The Group uses derivative instruments to manage commodity price risk and foreign exchange risk by entering into forward contracts. Derivatives are used only for the purposes of managing these risks and not for speculative purposes.

	2025		2024	
	Current \$M	Non-current \$M	Current \$M	Non-current \$M
Forward foreign exchange contracts - cash flow hedges	4.0	-	0.6	-
Commodity option	-	7.7	-	8.0
Forward commodity contracts - cash flow hedges	0.7	-	5.2	3.4
Solar PPA	0.7	-	-	0.4
Financial assets	5.4	7.7	5.8	11.8
Forward foreign exchange contracts - cash flow hedges	1.0	-	13.2	-
Forward commodity contracts - cash flow hedges	3.0	3.8	2.4	-
Electricity forward commodity contracts - cash flow hedges	8.2	-	3.3	-
NZ electricity PPA	-	16.9	-	11.6
Solar PPA	-	0.2	-	-
Financial liabilities	12.2	20.9	18.9	11.6
Net exposure	(6.8)	(13.2)	(13.1)	0.2

Notes to the consolidated financial statements

For the year ended 30 June 2025

31. Financial instruments and risk (Continued)

Forward foreign exchange contracts

The Group has entered into forward foreign exchange contracts designated as cash flow hedges relating to foreign currency sales and purchases, plant and equipment purchases and hedging of net working capital exposures. For the cash flow hedges relating to future commitments not recognised in the consolidated statement of financial position the effective portion of gains and losses are recognised directly in equity. Otherwise, they are being marked to market through profit or loss in line with the Group's risk management strategy.

Forward commodity contracts

The Group has entered into a gas supply agreement with Esso Australia (supply from 1 January 2021 to 31 December 2025) and Senex Energy (supply from 1 January 2026 to 1 January 2036) for its Australian business, with contract prices linked to Brent Oil in US dollars. Given exposure to a variable Brent Oil price, 95% of the remaining term has been hedged on the Esso contract and up to 70% of the first four years on the Senex Energy contract. Both forward contracts have been designated as cash flow hedges with the effective portion of gains and losses recognised in equity.

Additionally, the Group has entered into forward contracts for the purchase of electricity for its New Zealand Steel business. This forward contract has been designated as a cash flow hedge with the effective portion of gains and losses recognised directly in equity.

Commodity option

As part of the sale agreement of New Zealand Steel Mining Limited to Taharoa Mining Investments Limited (TMIL), BlueScope is eligible to receive future royalties of US\$1.66 per dry metric tonne (DMT) when the Platts Index Quotation is equal or greater than US\$65 per DMT. The royalty period is for iron sand shipments made between years 2 and 11 from 1 May 2017. The royalty agreement ends on 10 May 2028.

The key inputs impacting the value of the derivative are the Platts index iron ore price, the historical volatility of iron ore prices, the credit worthiness of TMIL and production risk. The royalty was valued at US\$5M as at 30 June 2025 (2024: US\$5.3M). The royalty value is reassessed at each reporting date with any movement in the fair value of the derivative recognised in profit or loss and included in discontinued operations. Royalties received for the year were \$7.2M (2024: \$4.5M).

Solar PPA

The Group entered into a solar power purchase agreement (Solar PPA) in 2018 for a period of seven years from the commencement of commercial production of a 133MW solar farm situated in Finley NSW. The project was completed in February 2020 and the Group's percentage offtake is 88MW or 66% of the total output. The Group has no involvement in financing, operating and maintaining the solar farm.

The Solar PPA is not a physical electricity supply contract. It operates as a 'contract for differences' (CfD) whereby the parties have agreed to a 'strike price'. If the NSW electricity spot price is higher than the strike price then the solar farm will pay the difference to the Company and vice versa if the spot price is lower than the strike price. The CfD is a derivative and is required to be fair valued at each reporting date with any movements recorded in profit or loss.

The key inputs impacting the value of the derivative are the strike price, the contract period, forward NSW electricity spot prices (level 3 unobservable input), future estimates of the Group's share of solar output and the credit worthiness of the service provider. The 30 June 2025 PPA derivative receivable was valued at \$0.5M (2024: receivable \$0.4M) with minimal movement from prior year as the contract approaches maturity in November 2026. The profit impact from a reasonably possible movement in spot electricity prices (+/- 10%) is +/- \$0.8M net of tax.

NZ electricity PPA

In May 2023 New Zealand Steel Limited (NZS) entered into an agreement with Contact Energy Limited to provide price certainty for a fixed amount of electricity from 1 December 2025 to 30 November 2035. No physical transfer of electricity will take place under the agreement which is structured as a CfD, whereby the parties have agreed a 'strike price' for a fixed quantity of electricity for a 10-year term. Where the spot price exceeds the strike price, Contact Energy will pay the difference to NZS and vice versa if the spot price is lower than the strike price.

The CfD has been designated in a hedging relationship against NZS' highly probable future electricity purchases with the CfD's fair value movements, that are deemed to be an effective hedge, being recognised in other comprehensive income until the forecast transactions occur in future. Any ineffective portion of the CfD's fair value movements is presented in profit or loss.

The key inputs impacting the value of the CfD are the strike price, the contract period, forward electricity spot prices (level 3 unobservable input) and the credit worthiness of the service provider. The 30 June 2025 the CfD payable was valued at \$16.9M. The fair value decreased primarily due to lower forecast future spot electricity prices. The profit impact from a reasonably possible movement in spot electricity prices (+/- 10%) is +/- \$10.8M net of tax.

Notes to the consolidated financial statements

For the year ended 30 June 2025

31. Financial instruments and risk (Continued)

31.5 Fair values

The carrying amounts and estimated fair values of the Group's financial instruments recognised in the financial statements are materially the same.

The fair value of interest bearing financial liabilities where no market exists is based upon discounting the expected future cash flows by the current market interest rates on liabilities with similar risk profiles that are available to the Group (level 3).

Valuation of financial instruments

For financial instruments measured and carried at fair value, the Group uses the following to categorise the method used:

Valuation method	Description
Level 1	Quoted prices (unadjusted) in active markets for identical assets or liabilities
Level 2	Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (i.e. derived from prices)
Level 3	Inputs for the asset or liability that are not based on observable market data (i.e. unobservable inputs)

Derivatives valued using valuation techniques with market observable inputs are primarily foreign exchange forward contracts and commodity forward contracts and power-purchase agreements (structured as CfDs). These valuations reference forward pricing using present value calculations. The forward price incorporates various inputs including the credit quality of counterparties, foreign exchange spot and forward rates, and forward rate curves of the underlying commodity. The fair value of forward commodity exchange contracts and forward foreign exchange contracts are considered level 2 valuations (note 31.4) and the commodity royalty option is considered level 3.

31.6 Recognition and measurement of derivatives

Derivatives are initially recognised at fair value on the date a derivative contract is entered into and are subsequently remeasured to their fair value at the end of each reporting period. The accounting for subsequent changes in fair value depends on whether the derivative is designated as a hedging instrument, and if so, the nature of the item being hedged. The Group designates certain derivatives as hedges of a particular risk associated with the cash flows of recognised assets and liabilities and highly probable forecast transactions (cash flow hedges).

The relationship between hedging instruments and hedged items, the risk management objective and the strategy for undertaking hedge transactions, is documented at the inception of the hedge transaction. The effectiveness of the derivatives in offsetting changes in the cash flows of hedged items is assessed and documented on an ongoing basis.

Cash flow hedges

Cumulative changes in the fair value of derivatives that are designated in a cash flow hedge are recognised in other comprehensive income, to the extent that the movements are an effective hedge, and accumulated in the hedging reserve in equity. Any cumulative changes in the fair value of a derivative that are deemed to be ineffective are recognised immediately in profit or loss within other income or other expenses.

Amounts accumulated in the hedging reserve are reclassified to profit or loss in the periods when the hedged item affects profit or loss. However, when a hedged forecast transaction results in the recognition of a non-financial asset (for example, inventory or fixed assets) the gains and losses previously deferred in the hedging reserve are reclassified from equity and included in the initial measurement of the cost of the asset. The deferred amounts are ultimately recognised in profit or loss as cost of goods sold in the case of inventory, or as depreciation in the case of fixed assets.

Net investment in foreign operations

Net investments in foreign operations are accounted for similarly to cash flow hedges. Gains and losses accumulated in the foreign currency translation reserve are reclassified to profit or loss when the foreign operation is partially disposed of or sold.

Derivatives that do not qualify for hedge accounting

Certain derivative instruments do not qualify for hedge accounting. Changes in the fair value of any derivative instrument that does not qualify for hedge accounting are recognised immediately in profit or loss and are included in other income or other expenses.

Discontinuation of hedge accounting

When a hedging instrument expires or is sold or terminated, or when a hedge no longer meets the criteria for hedge accounting, any cumulative gain or loss existing in the hedging reserve at that time remains in equity and is recognised when the forecast transaction is ultimately recognised in profit or loss. When a forecast transaction is no longer expected to occur, the cumulative gain or loss that was reported in the hedging reserve is immediately reclassified to profit or loss.

Notes to the consolidated financial statements

For the year ended 30 June 2025

32. Remuneration of auditors

During the year the following fees were paid or payable for services provided by the auditor of the Group, and its related practices:

	2025 \$'000	2024 \$'000
Fees to Ernst & Young (Australia)		
Fees for auditing the statutory financial report of the parent covering the Group and auditing the statutory financial reports of any controlled entities	3,158	2,960
Fees for other assurance services under legislation	-	-
Fees for other assurance and agreed-upon-procedures services where there is discretion as to whether the service is provided by the auditor or another firm		
- Sustainability reporting assurance	390	-
Fees for other services		
- Tax compliance	35	76
- Advisory related	2,492	677
Total fees to Ernst & Young (Australia)	6,075	3,713
Fees to other overseas member firms of Ernst & Young (Australia)		
Fees for auditing the financial report of any controlled entities	3,528	3,548
Fees for other assurance services under legislation	-	-
Fees for other assurance and agreed-upon-procedures services where there is discretion as to whether the service is provided by the auditor or another firm	10	4
Fees for other services		
- Tax compliance	15	52
Total fees to overseas member firms of Ernst & Young (Australia)	3,553	3,604
Total auditor's remuneration	9,628	7,317
Comprising:		
Total fees for audit and other assurance services	7,086	6,512
Total fees for other services	2,542	805

BlueScope's policy is to only engage the external auditor to perform non-audit services where their expertise and experience with BlueScope is important, and when their independence is not impaired or seen to be impaired.

During the year Ernst & Young has performed other services in addition to their statutory duties, including:

- Other assurance and agreed upon procedures services – relating to assurance and attestation of climate and sustainability reporting and agreed upon procedures engagements for compliance certificates.
- Tax compliance services – relating to tax return submissions.
- Advisory related services – a non-recurring advisory engagement in relation to the review and analysis of potential iron and steelmaking options associated with the Whyalla Steelworks administration process.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

33. New accounting standards

33.1 New and amended accounting pronouncements adopted

All new and amended Australian Accounting Standards and Interpretations mandatory from 1 July 2024, and relevant to the Group, have been adopted. These include the following:

- AASB 2020-1 *Classification of Liabilities as Current or Non-current*
- AASB 2022-6 *Non-current Liabilities with Covenants*

The adoption of the new and amended standards has not had a material impact on the consolidated financial statements of the Group.

33.2 New accounting standards, amendments and interpretations not yet adopted

There are a number of new and amending accounting standards effective for reporting periods beginning from or after 1 July 2025 with early adoption permitted. While these remain subject to ongoing assessment, the Group has not early adopted any of the new and amending standards and they have not been applied in preparing the financial report.

Other than the below standard, these are not considered relevant to the activities of the Group, nor are they expected to have a material impact on the consolidated financial statements of the Group.

Reference	Description
AASB 18 <i>Presentation and Disclosure in Financial Statements</i>	<p>AASB 18 replaces AASB 101 <i>Presentation of Financial Statements</i>. It will not change the recognition and measurement of items in the financial statements, but will affect presentation and disclosure, including:</p> <ul style="list-style-type: none">• Requiring the classification of all income and expenses into one of five categories – investing, financing, income taxes, discontinued operations and operating in the statement of comprehensive income.• Introducing two mandatory subtotals in the income statement – operating profit or loss, and profit or loss before financing and income taxes.• Enhanced guidance for the labelling, aggregation and disaggregation of items in the financial statements.• New disclosures about management-defined performance measures. <p>The Group is continuing to assess the impact of applying the new standard, on a retrospective basis from 1 July 2027, and expects some changes will be required to the presentation and disclosures in the financial statements.</p>

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Consolidated entity disclosure statement

The consolidated entity disclosure statement has been prepared in accordance with s.295(3A) of the *Corporations Act 2001* and includes information for each subsidiary of the BlueScope Steel Limited consolidated Group as at 30 June 2025.

Entity name	Note	Entity type	Country or region of incorporation	Equity holding (in %)	Country or region of tax residency
Amari Wolff Steel Pty Ltd		Body Corporate	Australia	100	Australia
Australian Iron & Steel Pty Ltd		Body Corporate	Australia	100	Australia
BlueScope APT Holdings Pty Ltd		Body Corporate	Australia	100	Australia
BlueScope Building and Construction Limited		Body Corporate	Australia	100	Australia
BlueScope Distribution Pty Ltd		Body Corporate	Australia	100	Australia
BlueScope FT Holdings Pty Ltd	d.	Body Corporate	Australia	100	Australia
BlueScope Future Technologies Pty Ltd		Body Corporate	Australia	100	Australia
BlueScope Pacific Steel (Fiji) Pty Limited		Body Corporate	Australia	100	Australia
BlueScope Pty Ltd		Body Corporate	Australia	100	Australia
BlueScope Steel (AIS) Pty Ltd		Body Corporate	Australia	100	Australia
BlueScope Steel (Finance) Limited		Body Corporate	Australia	100	Australia
BlueScope Steel Americas Holdings Pty Ltd		Body Corporate	Australia	100	Australia
BlueScope Steel Asia Holdings Pty Ltd	c.	Body Corporate	Australia	100	Australia
BlueScope Steel Limited	a.c.	Body Corporate	Australia	N/A	Australia
BlueScope Water Australia Pty Ltd		Body Corporate	Australia	100	Australia
BlueScopeX Pty Ltd		Body Corporate	Australia	100	Australia
Fielders Manufacturing Pty Ltd		Body Corporate	Australia	100	Australia
Glenbrook Holdings Pty Ltd		Body Corporate	Australia	100	Australia
John Lysaght (Australia) Pty Ltd		Body Corporate	Australia	100	Australia
Laser Dynamics Australia Pty Ltd		Body Corporate	Australia	100	Australia
Lysaght Building Solutions Pty Ltd		Body Corporate	Australia	100	Australia
Metalcorp Steel Pty Limited		Body Corporate	Australia	100	Australia
New Zealand Steel (Aust) Pty Limited		Body Corporate	Australia	100	Australia
Orrcon Distribution Pty Ltd		Body Corporate	Australia	100	Australia
Orrcon Manufacturing Pty Ltd		Body Corporate	Australia	100	Australia
Permalite Aluminium Building Solutions Pty Ltd		Body Corporate	Australia	100	Australia
The Roofing Centre (Tasmania) Pty Ltd		Body Corporate	Australia	100	Australia
BlueScope Bliss Buildings (Shanghai) Co Ltd		Body Corporate	China	100	China
BlueScope Building Systems (Xi'an) Co Ltd		Body Corporate	China	100	China
BlueScope Lysaght (Shanghai) Limited		Body Corporate	China	100	China
BlueScope Steel (Suzhou) Co. Ltd		Body Corporate	China	100	China
BlueScope Steel Investment Management (Shanghai) Co Ltd		Body Corporate	China	100	China
Butler (Shanghai) Inc		Body Corporate	China	100	China
Butler (Tianjin) Inc		Body Corporate	China	100	China
BlueScope Lysaght (Fiji) Pte Limited		Body Corporate	Fiji	68	Fiji
BlueScope Steel North Asia Ltd		Body Corporate	Hong Kong	100	Hong Kong
BlueScope Steel India (Private) Ltd		Body Corporate	India	100	India
PT BlueScope Buildings Indonesia		Body Corporate	Indonesia	100	Indonesia
PT BlueScope Distribution Indonesia		Body Corporate	Indonesia	100	Indonesia
PT NS BlueScope Indonesia		Body Corporate	Indonesia	50	Indonesia
PT NS BlueScope Lysaght Indonesia		Body Corporate	Indonesia	50	Indonesia
PT NS BlueScope Service Center Indonesia		Body Corporate	Indonesia	50	Indonesia
BlueScope Buildings (Malaysia) Sdn Bhd		Body Corporate	Malaysia	100	Malaysia
NS BlueScope Malaysia Sdn Bhd		Body Corporate	Malaysia	50	Malaysia
NS BlueScope Asia Sdn Bhd		Body Corporate	Malaysia	50	Malaysia
NS BlueScope Lysaght Malaysia Sdn Bhd		Body Corporate	Malaysia	30	Malaysia
NS BlueScope Lysaght Sabah Sdn Bhd		Body Corporate	Malaysia	25	Malaysia
Global BMC (Mauritius) Holdings Limited		Body Corporate	Mauritius	100	Mauritius
Butler de Mexico S. de R.L. de C.V.		Body Corporate	Mexico	100	Mexico
NS BlueScope Lysaght Myanmar Limited		Body Corporate	Myanmar	50	Myanmar
BlueScope Acier Nouvelle Caledonie SA		Body Corporate	New Caledonia	65	New Caledonia
BlueScope Steel Finance NZ Limited		Body Corporate	New Zealand	100	New Zealand
BlueScope Steel Trading NZ Limited		Body Corporate	New Zealand	100	New Zealand
New Zealand Steel Development Limited		Body Corporate	New Zealand	100	New Zealand

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Consolidated entity disclosure statement

Entity name	Note	Entity type	Country or region of incorporation	Equity holding (in %)	Country or region of tax residency
New Zealand Steel Holdings Ltd		Body Corporate	New Zealand	100	New Zealand
New Zealand Steel Limited		Body Corporate	New Zealand	100	New Zealand
Pacific Steel (NZ) Limited		Body Corporate	New Zealand	100	New Zealand
SteelServ Limited		Body Corporate	New Zealand	100	New Zealand
Steltech Structural Ltd		Body Corporate	New Zealand	100	New Zealand
Tasman Steel Holdings Ltd		Body Corporate	New Zealand	100	New Zealand
Toward Industries Ltd		Body Corporate	New Zealand	100	New Zealand
Waikato North Head Mining Limited		Body Corporate	New Zealand	100	New Zealand
BlueScope Steel International Holdings SA		Body Corporate	Panama	100	Hong Kong
BlueScope Steel Philippines Inc		Body Corporate	Philippines	100	Philippines
BlueScope Buildings (Singapore) Pte Ltd		Body Corporate	Singapore	100	Singapore
NS BlueScope Holdings Thailand Pte Ltd		Body Corporate	Singapore	50	Singapore
NS BlueScope Lysaght Singapore Pte Ltd		Body Corporate	Singapore	50	Singapore
NS BlueScope Pte Ltd		Body Corporate	Singapore	50	Singapore
Steelcap Insurance Pte Ltd		Body Corporate	Singapore	100	Singapore
BlueScope Steel Southern Africa (Pty) Ltd		Body Corporate	South Africa	100	South Africa
BlueScope Lysaght Taiwan Limited		Body Corporate	Taiwan	80	Taiwan
BlueScope Buildings (Thailand) Ltd		Body Corporate	Thailand	80	Thailand
NS BlueScope (Thailand) Limited		Body Corporate	Thailand	40	Thailand
NS BlueScope Lysaght (Thailand) Limited		Body Corporate	Thailand	40	Thailand
Steel Holdings Company Limited		Body Corporate	Thailand	40	Thailand
ASC Profiles LLC		Body Corporate	USA	51	USA
BIEC International Inc		Body Corporate	USA	100	USA
BlueScope Blazer LLC		Body Corporate	USA	100	USA
BlueScope Buildings North America Inc		Body Corporate	USA	100	USA
BlueScope Buildings North America Engineering (Michigan) LLC		Body Corporate	USA	100	USA
BlueScope Coated Products LLC		Body Corporate	USA	100	USA
BlueScope Construction Inc		Body Corporate	USA	100	USA
BlueScope Finance (Americas) LLC		Body Corporate	USA	100	USA
BlueScope Properties Development LLC		Body Corporate	USA	100	USA
BlueScope Properties Group LLC		Body Corporate	USA	100	USA
BlueScope Properties Holdings LLC		Body Corporate	USA	100	USA
BlueScope Steel Americas LLC		Body Corporate	USA	100	USA
BlueScope Steel Investments 2 LLC		Body Corporate	USA	100	USA
BlueScope Steel Investments 3 LLC		Body Corporate	USA	100	USA
BlueScope Steel Investments Inc		Body Corporate	USA	100	USA
BlueScope Steel North America Corporation	c.	Body Corporate	USA	100	USA
BPG Arizona 1 LLC		Body Corporate	USA	100	USA
BPG AB Olathe 1 LLC		Body Corporate	USA	100	USA
BPG Dove Valley 2 LLC		Body Corporate	USA	100	USA
BPG Mid Florida South 1 LLC		Body Corporate	USA	100	USA
BPG Olathe 1 LLC		Body Corporate	USA	100	USA
BPG Riverside 1 LLC		Body Corporate	USA	100	USA
BPG Tradeport East 1 LLC		Body Corporate	USA	100	USA
BPG Burlington 1 LLC		Body Corporate	USA	100	USA
BlueScope Recycling and Materials LLC		Body Corporate	USA	100	USA
BlueScope Recycling and Materials Transport LLC		Body Corporate	USA	100	USA
Butler Holdings Inc		Body Corporate	USA	100	USA
Butler Pacific Inc		Body Corporate	USA	100	USA
Fulton County Properties LLC		Body Corporate	USA	100	USA
IPI Waterloo LLC		Body Corporate	USA	100	USA
North Star BlueScope Steel LLC	b.	Body Corporate	USA	100	N/A
NS BlueScope Holdings USA LLC	b.	Body Corporate	USA	51	N/A
Steelscape LLC		Body Corporate	USA	51	USA
Steelscape Washington LLC		Body Corporate	USA	51	USA
Tri-Star Investment Company LLC		Body Corporate	USA	100	USA
BlueScope Lysaght (Vanuatu) Ltd		Body Corporate	Vanuatu	39	Vanuatu

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Consolidated entity disclosure statement

Entity name	Note	Entity type	Country or region of incorporation	Equity holding (in %)	Country or region of tax residency
BlueScope Buildings Vietnam Limited		Body Corporate	Vietnam	100	Vietnam
NS BlueScope Lysaght Vietnam Limited		Body Corporate	Vietnam	50	Vietnam
NS BlueScope Vietnam Limited		Body Corporate	Vietnam	50	Vietnam

All subsidiaries incorporated in Australia are members of the BlueScope Steel Limited tax consolidated group (refer to note 29.4). None of the entities listed above are a trustee of a trust or a partner in a partnership.

The references in the table above refer to the following:

- This entity is the head company of both the BlueScope Steel Limited consolidated reporting group and the BlueScope Steel Limited tax consolidated group.
- These entities are treated as partnerships for US tax purposes. Their owners are resident in the US for tax purposes and are taxed on the income derived from the LLCs.
- These entities are participants in a joint venture that is consolidated in the consolidated financial statements.
- This entity is a participant in the NeoSmelt joint operation which is included in the consolidated financial statements.

Determination of Tax Residency

Section 295(3A) of the *Corporations Act 2001* requires that the tax residency of each entity which is included in the Consolidated Entity Disclosure Statement (CEDS) be disclosed. In the context of an entity which was an Australian resident, "Australian resident" has the meaning provided in the *Income Tax Assessment Act 1997*. The determination of tax residency involves judgement as it is highly fact dependant and there are currently several different interpretations that could be adopted, and which could give rise to a different conclusion on residency.

In determining tax residency, the consolidated entity has applied the following interpretations:

Australian tax residency

The Group has applied current legislation, judicial precedent, and regulatory guidance, including having regard to the Commissioner of Taxation's public guidance in Tax Ruling TR 2018/5.

Foreign tax residency

The Group has applied current legislation, judicial precedent, and regulatory guidance.

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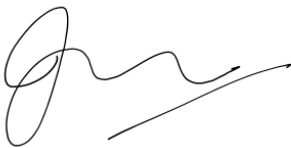
Directors' declaration

In the Directors' opinion:

- a. the financial statements and notes set out on pages 76 - 152 are in accordance with the *Corporations Act 2001*, including:
 - i. complying with Accounting Standards, the *Corporations Regulations 2001* and other mandatory professional reporting requirements, and
 - ii. giving a true and fair view of the consolidated entity's financial position as at 30 June 2025 and of its performance for the year ended on that date, and
- b. there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable, and
- c. at the date of this declaration, there are reasonable grounds to believe that the members of the extended closed group identified in note 30 will be able to meet any liabilities to which they are, or may become, subject by virtue of the deed of cross-guarantee described in note 30, and
- d. the financial statements and notes comply with International Financial Reporting Standards as issued by the International Accounting Standards Board as disclosed in the "About this report" section of the notes to the consolidated financial statements, and
- e. the consolidated entity disclosure statement set out on pages 153-155 required by section 295(3A) of the *Corporations Act 2001* is true and correct.

The Directors have been given the declarations by the Chief Executive Officer and Chief Financial Officer required by section 295A of the *Corporations Act 2001*.

This report has been made in accordance with a resolution of the Directors.



Jane McAloon, AM
Chair



Mark Vassella
Managing Director and Chief Executive Officer

18 August 2025

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Independent auditor's report to the members of BlueScope Steel Limited

Report on the audit of the financial report

Opinion

We have audited the financial report of BlueScope Steel Limited (the Company) and its subsidiaries (collectively the Group), which comprises the consolidated statement of financial position as at 30 June 2025, the consolidated statement of comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, notes to the financial statements, including material accounting policy information, the consolidated entity disclosure statement and the directors' declaration.

In our opinion, the accompanying financial report of the Group is in accordance with the *Corporations Act 2001*, including:

- a. Giving a true and fair view of the consolidated financial position of the Group as at 30 June 2025 and of its consolidated financial performance for the year ended on that date; and
- b. Complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial report* section of our report. We are independent of the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial report of the current year. These matters were addressed in the context of our audit of the financial report as a whole, and in forming our opinion thereon, but we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the *Auditor's responsibilities for the audit of the financial report* section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial report. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying financial report.



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Carrying value of property, plant & equipment (PPE) and intangible assets (including goodwill)

Why significant	How our audit addressed the key audit matter
<p>As required by Australian Accounting Standards the Group annually tests goodwill for impairment and tests other non-current assets where indicators of impairment or impairment reversals exist, using a discounted cash flow model to estimate recoverable value.</p> <p>At 30 June 2025, the Cash Generating Units (CGUs) with significant goodwill balances include North Star BlueScope Steel and Buildings North America. The CGUs with a significant property, plant and equipment (PPE) balance are Australian Steel Products and North Star BlueScope Steel. As disclosed in Note 14, the Group recorded an impairment charge during the financial year relating to the intangibles balance (including goodwill) of the BlueScope Coated Products CGU of \$439M.</p> <p>The carrying value of PPE and intangible assets, (including goodwill) was a key audit matter due to the significance of these balances, the complex judgements in the impairment assessment process such as forecast foreign exchange rates, steel, iron ore and coal pricing, domestic sales volumes, trade policies in the United States of America and climate change risks that are affected by future market or economic conditions.</p> <p>The Group's disclosures are included in Note 14 of the financial report, which specifically explain the key assumptions used and sensitivity of changes in the key assumptions which could give rise to an impairment loss of the PPE and intangible assets (including goodwill) balance, or impairment reversal on previously impaired PPE balances, in the future.</p>	<p>Our audit procedures included assessing the appropriateness of the Group's determination of its CGUs where impairment testing was performed, taking into consideration the levels at which management monitors business performance and the interdependency of cash flows.</p> <p>In respect of the Group's cashflow forecasts, for relevant CGUs, where indicators of impairment or impairment reversal were present or in CGUs that contained significant goodwill balances as at 30 June 2025, with the assistance of valuation specialists where appropriate, we:</p> <ul style="list-style-type: none"> ▪ Assessed key assumptions such as forecast steel, iron ore and coal pricing, foreign exchange rates and domestic sales volumes in comparison to external independent data where relevant ▪ Assessed the Group's assumptions on the impact of recent announcements regarding the trade policies in the United States of America ▪ Assessed the Group's results in comparison to historical forecasts to assess forecast accuracy ▪ Compared future cash flows to approved budgets ▪ Assessed the Group's assumptions for long term growth rates in comparison to economic and industry forecasts ▪ Assessed the adequacy of capital expenditure forecasts ▪ Assessed discount rates through comparing the cost of capital for the Group with comparable businesses ▪ Assessed the Group's assumptions related to climate change risks, including consideration of the Safeguard Mechanism in Australia, and capital expenditure and costs required to meet its committed decarbonisation plans ▪ Considered the implied EBITDA multiples against comparable companies as a valuation cross check ▪ Tested the mathematical accuracy of the discounted cash flow model ▪ Assessed whether the required impairment expense was appropriately recorded in the financial report. <p>Where considered necessary, we performed a sensitivity analysis in respect of the assumptions noted above which were considered to have the most significant impact on carrying values, to ascertain the extent of changes in those assumptions which either individually or collectively would be required for the PPE and intangible assets (including goodwill) to be impaired, or for a previous impairment to be reversed where applicable. We assessed the likelihood of these changes in assumptions arising.</p> <p>We assessed the adequacy of the Group's disclosures of those assumptions to which the outcome of the impairment test is most sensitive, that is, those that have the most significant effect on the determination of the recoverable amount of PPE and intangible assets (including goodwill).</p>



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Information other than the financial report and auditor's report thereon

The directors are responsible for the other information. The other information comprises the information included in the Company's 2025 annual report, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon, with the exception of the Remuneration Report and our related assurance opinion.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the directors for the financial report

The directors of the Company are responsible for the preparation of:

- The financial report (other than the consolidated entity disclosure statement) that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001*; and
- The consolidated entity disclosure statement that is true and correct in accordance with the *Corporations Act 2001*; and

for such internal control as the directors determine is necessary to enable the preparation of:

- The financial report (other than the consolidated entity disclosure statement) that gives a true and fair view and is free from material misstatement, whether due to fraud or error; and
- The consolidated entity disclosure statement that is true and correct and is free of misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.



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As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Plan and perform the Group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the Group financial report. We are responsible for the direction, supervision and review of the audit work performed for the purposes of the Group audit. We remain solely responsible for our audit opinion.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated to the directors, we determine those matters that were of most significance in the audit of the financial report of the current year and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.



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Report on the audit of the Remuneration Report

Opinion on the Remuneration Report

We have audited the Remuneration Report included in pages 46 to 73 of the directors' report for the year ended 30 June 2025.

In our opinion, the Remuneration Report of BlueScope Steel Limited for the year ended 30 June 2025, complies with section 300A of the *Corporations Act 2001*.

Responsibilities

The directors of the Company are responsible for the preparation and presentation of the Remuneration Report in accordance with section 300A of the *Corporations Act 2001*. Our responsibility is to express an opinion on the Remuneration Report, based on our audit conducted in accordance with Australian Auditing Standards.

Ernst & Young
Ernst & Young

A handwritten signature in black ink, appearing to read 'M.A. Honey', with a stylized flourish at the end.

Matthew A. Honey
Partner
Melbourne
18 August 2025

Section

05.

Additional Information



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Extended Financial History

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A\$M unless marked; years ended 30 June	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
Income Statement Key Items										
Total Revenue ¹	9,203	10,758	11,578	12,586	11,324	12,902	19,030	18,242	17,112	16,327
EBITDA ²										
- Reported	1,010	1,425	1,840	1,754	844	2,246	4,398	2,146	1,969	1,010
- Underlying ³	963	1,484	1,645	1,761	1,099	2,212	4,337	2,266	2,026	1,452
EBIT ²										
- Reported	622	1,045	1,463	1,341	310	1,759	3,849	1,487	1,276	296
- Underlying ³	582	1,105	1,269	1,348	564	1,724	3,787	1,608	1,339	738
NPAT										
- Reported	354	716	1,569	1,016	97	1,193	2,810	1,009	806	84
- Underlying ³	307	652	826	966	353	1,166	2,701	1,099	861	421
Segment Underlying EBIT										
Australian Steel Products	361	459	587	535	305	674	1,298	537	377	262
North Star BlueScope Steel	147	407	431	655	190	677	1,900	443	494	267
Buildings and Coated Products North America	63	137	144	91	77	225	351	527	431	249
Coated Products Asia	133	130	115	97	115	195	166	142	160	139
New Zealand and Pacific Islands	(40)	61	112	81	(6)	130	229	129	44	(17)
Corporate & Group	(81)	(89)	(109)	(114)	(124)	(137)	(160)	(186)	(189)	(157)
Inter-segment	(1)	1	(11)	4	6	(41)	4	16	22	(5)
Continuing businesses underlying EBIT	582	1,105	1,269	1,348	564	1,724	3,787	1,608	1,339	738

1. Excludes the Company's 50% share of North Star BlueScope Steel revenue until 30 October 2015. Includes revenue other than sales revenue. Includes revenue from discontinued businesses - that is, total revenue has not been restated for sale or closure of any businesses after that date.

2. Includes 50% share of net profit from North Star BlueScope Steel until 30 October 2015, and 100% consolidated profit thereafter.

3. Underlying results are re-stated for all periods for re-classifications of any businesses to discontinued. Businesses re-classified to discontinued - Lysaght Taiwan (2006), Packaging Products (2006), Vistawall (2007), Metl-Span (2012), Building Solutions Australia (2015), Taharoa Export Iron Sands (2017), Buildings Asean (2018).

A\$M unless marked; years ended 30 June	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
Financial Performance Measures										
Return on invested capital ¹	9.5%	18.5%	20.0%	19.5%	7.6%	24.8%	41.6%	14.6%	11.9%	6.2%
Return on equity ²	6.7%	13.5%	15.3%	14.4%	5.1%	17.2%	30.7%	10.7%	8.0%	3.9%
Capital, Earnings Per Share & Dividends										
Weighted average number of ordinary shares (millions)	570	571	557	535	507	504	492	464	448	439
Earnings per share (reported) ³ ¢/s	62.1	125.3	281.8	189.9	19.0	237.0	571.5	217.4	180.0	19.1
Earnings per share (underlying) ³ ¢/s	53.8	114.2	148.3	180.7	69.6	231.6	549.3	236.7	192.3	95.9
Dividends per share ¢/s	6.0	9.0	14.0	14.0	14.0	50.0	50.0	50.0	55.0	60.0
Cash Flow Summary										
Net cash inflow (outflow) from operating activities	952	1,132	1,141	1,682	818	1,658	2,472	2,151	1,410	1,413
Net cash inflow (outflow) from investing activities	(1,290)	(408)	(380)	(388)	(570)	(757)	(1,760)	(979)	(967)	(1,230)
Net cash inflow (outflow) from financing activities	368	(509)	(582)	(606)	(484)	(296)	(1,052)	(1,361)	(849)	(424)
Net increase (decrease) in cash held	30	215	179	688	(236)	605	(339)	(189)	(406)	(241)
Financial Position										
Total assets	9,149	9,575	10,931	11,696	11,560	13,149	16,611	15,935	15,678	15,781
Total liabilities	4,163	4,037	4,043	4,355	4,521	4,989	6,162	4,904	4,393	4,508
Net assets	4,985	5,539	6,888	7,342	7,040	8,160	10,448	11,031	11,286	11,273
Net operating assets (pre-tax)	5,750	5,803	6,538	6,417	6,724	7,493	10,679	10,827	11,387	11,738
Net debt / (cash)	778	232	(64)	(693)	(79)	(798)	(367)	(703)	(364)	28
Gearing (net debt / net debt plus equity)	13.5%	4.0%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0.3%

1. Return on invested capital is defined as underlying earnings before interest and tax over average monthly capital employed.

2. Return on equity is defined as underlying net profit after tax attributable to shareholders over average monthly shareholders' equity.

3. In accordance with AASB 133 Earnings per Share, comparative earnings per share calculations have been restated for the six for one share consolidation undertaken in December 2012, and adjustments required in applying the revised AASB 119 Employee Benefits in 2013.

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Glossary

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1H	Six months ended 31 December in the relevant financial year
1H FY2025	Six months ended 31 December 2024
2H	Six months ended 30 June in the relevant financial year
2H FY2024	Six months ending 30 June 2024
2H FY2025	Six months ending 30 June 2025
6BF	No.6 Blast Furnace (at PKSW)
ASP	Australian Steel Products segment
A\$, \$	Australian dollar
BCP	BlueScope Coated Products
BCPNA	Buildings and Coated Products North America segment
BlueScope or the Group	BlueScope Steel Limited and its subsidiaries (i.e. the consolidated group)
BNA	Buildings North America
BPG	BlueScope Properties Group
BRM	BlueScope Recycling and Materials
the Company	BlueScope Steel Limited (i.e. the parent entity)
CPA	Coated Products Asia segment
CY2023	Calendar year ended 31 December 2023
CY2024	Calendar year ended 31 December 2024
DPS	Dividend per share
DRI	Direct Reduced Iron
EAF	Electric Arc Furnace
EBIT	Earnings before interest and tax
EBITDA	Earnings before interest, tax, depreciation and amortisation
EPS	Earnings per share
ESG	Environmental, social and governance matters
FY2023	12 months ending 30 June 2023
FY2024	12 months ending 30 June 2024
FY2025	12 months ending 30 June 2025
GHG	Greenhouse gas
HRC	Hot rolled coil steel
HSE	Health, safety and environment
IFRS	International Financial Reporting Standards
IRR	Internal rate of return
kt	Thousand metric tonnes
Leverage, or leverage ratio	Net debt over LTM underlying EBITDA
LTM	Last twelve months
Mt	Million metric tonnes
Net debt, or ND	Gross debt less cash
NOA	Net operating assets pre-tax
North Star	North Star BlueScope Steel
NPAT	Net profit after tax
NSC	Nippon Steel Corporation
NZ\$	New Zealand dollar
NZPI	New Zealand & Pacific Islands segment
NZ Steel	New Zealand Steel
PCI	Pulverised Coal Injection
PEBS	Precision-engineered building solutions, a key product offering of BNA and Building Products
PKSW	Port Kembla Steelworks
PPA	Power purchase agreement
ROIC	Return on invested capital (or ROIC), last 12 months' underlying EBIT over trailing 13 month average capital employed
ROU	Right-of-use
TBSL	Tata BlueScope Steel
TRIFR	Total recordable injury frequency rate (recordable injuries per million hours worked)
US	United States of America
US\$	United States dollar

Shareholder Information

As at 25 July 2025

Distribution Schedule

Range	No of Holders	Securities	%
1 to 1,000	54,646	14,815,339	3.37%
1,001 to 5,000	8,974	18,282,002	4.16%
5,001 to 10,000	812	5,735,213	1.30%
10,001 to 100,000	400	9,550,787	2.17%
100,001 and Over	42	390,226,508	89.00%
Total	64,874	438,609,849	100.00%

Based on a closing share price of \$24.83 on 25 July 2025, the number of shareholders holding less than a marketable parcel of 21 shares is 3,643 and together they hold 35,123 shares.

Twenty Largest Registered Shareholders

Rank	Name	Securities	%IC
1	HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED	166,314,221	37.92%
2	J P MORGAN NOMINEES AUSTRALIA PTY LIMITED	122,643,935	27.96%
3	CITICORP NOMINEES PTY LIMITED	58,695,778	13.38%
4	BNP PARIBAS NOMINEES PTY LTD	8,540,722	1.95%
5	BNP PARIBAS NOMS PTY LTD	8,443,322	1.93%
6	NATIONAL NOMINEES LIMITED	4,861,302	1.11%
7	PACIFIC CUSTODIANS PTY LIMITED	4,086,198	0.93%
8	HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED	3,158,724	0.72%
9	HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED - A/C 2	2,532,397	0.58%
10	UBS NOMINEES PTY LTD	1,847,790	0.42%
11	HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED-GSCO ECA	1,715,714	0.39%
12	AUSTRALIAN FOUNDATION INVESTMENT COMPANY LIMITED	1,431,146	0.33%
13	NEWECONOMY COM AU NOMINEES PTY LIMITED	929,089	0.21%
14	ALLESSAV NOMINEES PTY LTD	854,281	0.19%
15	BNP PARIBAS NOMINEES PTY LTD	798,379	0.18%
16	BNP PARIBAS NOMS (NZ) LTD	664,039	0.15%
17	BNP PARIBAS NOMINEES PTY LTD	623,110	0.14%
18	FIRST SAMUEL LTD ACN 086243567	516,280	0.12%
19	BRAZIL FARMING PTY LTD	420,000	0.10%
20	BNP PARIBAS NOMINEES PTY LTD	394,082	0.09%
	TOTAL	389,470,509	88.80%
	Balance of Register	49,139,340	11.20%
	Grand TOTAL	438,609,849	100.00%

Substantial Shareholders

As at 25 July 2025, the Company has been notified of the following substantial shareholdings:

Name	Number of securities held*
BlackRock Group	29,571,407
State Street Corporation	32,509,374
The Vanguard Group Inc.	23,111,109
AustralianSuper Pty Ltd	45,716,503

*as at the date of the relevant substantial shareholder notice.

On-Market Share Buy-Back

In February 2025, the Board approved extension of the existing on-market share buy-back program, to allow up to \$240 million to be bought over the following 12 months. On 18 August 2025, the Board further approved an extension of the share buy-back program to allow the remaining amount of up to \$240 million to be bought over the following 12 months, noting that execution will consider capital expenditure priorities, prevailing macroeconomic conditions and other factors.

Voting Rights for Ordinary Shares

The Constitution provides for votes to be cast:

- on a show of hands, one vote for each shareholder; and
- on a poll, one vote for each fully paid share.

Securities purchased on-market

No securities were purchased on-market under or for the purposes of an employee incentive scheme during the financial year 2024-25.

Unquoted equity securities

There are 3,484,906 employee share/alignment rights on issue which are held by 317 holders.

Stock exchanges on which our debt securities are listed

Nil.

Shareholder Communications

Shareholders are able to update their preferences for receiving the Annual Report, Notice of Annual General Meeting and other communications from BlueScope electronically or in hard copy by making an election. To update your preference, and for further information, visit BlueScope website at www.bluescope.com/investors/investor-resources/investor-services

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Corporate Directory

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Directors	<ul style="list-style-type: none"> • J McAloon AM <i>Chair</i> • E G W Crouch AM • J M Lambert • K Johnson • P Alexander 	<ul style="list-style-type: none"> • M R Vassella <i>Managing Director and Chief Executive Officer</i> • R P Dee-Bradbury • K M Conlon • Z Zhang • A Field
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Secretary	<ul style="list-style-type: none"> • V Porter
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Management Team	<ul style="list-style-type: none"> • M R Vassella <i>Managing Director and Chief Executive Officer</i> • D Fallu <i>Chief Financial Officer</i> • K Keast <i>Chief Executive North America</i> • C Zhang <i>Chief Executive NS BlueScope and China</i> • D Caudle <i>Chief Executive Climate Change & Sustainability</i> • P Renkin <i>Chief People Officer</i> • M Yiend <i>Head of Property Development</i> 	<ul style="list-style-type: none"> • V Porter <i>Chief Legal Officer & Company Secretary</i> • T J Archibald <i>Chief Executive Australian Steel Products</i> • R Davies <i>Chief Executive New Zealand & Pacific Islands</i> • J Nowlan <i>Chief Technical & Development Officer</i> • D Thadani <i>Chief Strategy & Transformation Officer</i> • S Charmand <i>Chief Digital & Information Officer</i>
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Notice of Annual General Meeting	The Annual General Meeting of BlueScope Steel Limited will be held at The Grand Ballroom, Novotel Northbeach Hotel, 2-14 Cliff Road, North Wollongong, NSW, on Tuesday 18 November 2025 at 10.00am. Shareholders can attend in person or online at https://meetings.linkgroup.com/BSL25 .
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Corporate Governance Statement	An overview of BlueScope Steel Limited's corporate governance structures is presented in the FY2025 Corporate Governance Statement which is available online at: www.bluescope.com/our-company .
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Workplace Gender Equality Reporting	In accordance with the <i>Workplace Gender Equality Act 2012</i> , BlueScope lodges an annual compliance report with the Workplace Gender Equality Agency (WGEA) regarding its Australian workforce. BlueScope's public WGEA reports are available at www.bluescope.com/resource-centre .
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Registered Office	Level 24, 181 William Street, Melbourne, Victoria 3000 Telephone: +61 3 9666 4000 Email: bluescopesteel@cm.mpms.mufg.com Postal Address: PO Box 18207, Collins Street East, Melbourne, Victoria 8003
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Share Registrar	MUFG Corporate Markets (AU) Limited Parramatta Square, Level 22, Tower 6, 10 Darcy Street, Parramatta NSW 2150 Postal address: Locked Bag A14, Sydney South, NSW 1235 Telephone: 1300 855 998 (within Australia), +61 1300 855 998 (outside Australia) Fax: +61 2 9287 0309 Email: bluescopesteel@cm.mpms.mufg.com
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Auditor	Ernst & Young Level 23 8 Exhibition Street, Melbourne, Victoria 3000
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Securities Exchange	BlueScope Steel Limited shares are quoted on the Australian Securities Exchange (ASX).
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Website Address	www.bluescope.com
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Read our reports at
bluescope.com

Level 24, 181 William Street
Melbourne, Victoria 3000 Australia

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