

Date: 14 October 2021

## Correction to Notice of Annual General Meeting

BlueScope released its Notice of Annual General Meeting 2021 (Notice) to ASX on Tuesday 12 October 2021.

The Notice incorrectly stated the maximum number of Share Rights the Managing Director and CEO, Mark Vassella, is entitled to be granted in the 2022 performance year and his maximum STI opportunity for the 2022 performance year.

On page 6 of the Notice, in the Explanatory Notes relating to items 4 and 5 under the heading: 'Proposed grant of Share Rights under the Company's Short Term Incentive Plan', the following changes are required to correct the Notice:

- the reference to **36,104** should be replaced with **54,704** (being the maximum number of Share Rights Mark Vassella is entitled to be granted in the 2022 performance year); and
- the reference to **\$831,600** should be replaced with **\$1,260,000** (being Mark Vassella's maximum STI opportunity for the 2022 performance year).

For completeness, the corrected paragraph is set out in full below:

*The maximum number of Share Rights Mark Vassella is entitled to be granted in the 2022 performance year is 54,704. That number was determined by:*

- dividing \$1,260,000 (being Mark Vassella's maximum STI opportunity for the 2022 performance year) by the volume weighted average price (VWAP) of the Company's shares traded on ASX for the 3 months up to and including 31 August 2021 which was \$23.0329; and*
- multiplying the result by 100%, being the percentage of Mark Vassella's potential 2022 short-term incentive award that he has elected to receive in Share Rights.*

A full copy of the corrected Notice is also attached, and the corrected Notice is available at <https://www.bluescope.com/investors/annual-meeting-2021/>.

A letter advising of the error and the corrected information will be sent to those shareholders who were sent a copy of the Notice by post on Wednesday 13 October. It is expected that the letter will be posted early next week.

BlueScope apologises for any inconvenience caused.

**Authorised for release by:** Debra Counsell, Chief Legal Officer & Company Secretary

**For further information  
about BlueScope**  
[www.bluescope.com](http://www.bluescope.com)

### BlueScope Contacts

#### Media

Michael Reay  
Manager Corporate Affairs  
T +61 2 4240 1100  
M +61 (0) 437 862 472  
E [Michael.Reay@bluescope.com](mailto:Michael.Reay@bluescope.com)

#### Investor

Don Watters  
Treasurer & Head of  
Investor Relations  
T +61 3 9666 4206  
E [Don.Watters@bluescope.com](mailto:Don.Watters@bluescope.com)

For personal use only

# Notice of Annual General Meeting 2021





# 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 People  
are our strength**

**Our Shareholders  
are our foundations**

**Our Local Communities  
are our homes**

## Contents

- 01 Chairman's Message
- 02 Notice of Annual General Meeting
- 05 Explanatory Notes
- 12 Important information for Shareholders

# 2021 Online AGM

**John Bevan**  
Chairman



## Chairman's Message

Dear Shareholder

On behalf of the Directors of BlueScope Steel Limited (**Company**), I confirm that the Company's 2021 Annual General Meeting (**AGM**) will be held on **Thursday, 18 November 2021, commencing at 10.00am (AEDT)**.

In considering the implications of COVID-19, government restrictions at the time of writing and prioritising the health and safety of Shareholders and employees, the Company has again determined that holding the AGM online is the prudent way to proceed. This means that like last year, there will not be a physical venue for the AGM that Shareholders can attend. Details of how we will manage our AGM are set out below and in the accompanying Notice of 2021 Annual General Meeting (**Notice**).

### Proxies and Shareholder questions before the AGM

Shareholders who do not intend to attend the AGM online should lodge their proxy. Instructions on how to lodge your proxy are set out in the Notice on pages 12 and 13, under the heading 'Important Information for Shareholders'. All Shareholders are encouraged to submit questions to the Company or its auditor in advance of the AGM by completing a Shareholder Question Form.

### Accessing the AGM online, voting and Shareholder questions during the AGM

Details on how Shareholders can participate in the AGM via our online platform and ask questions both before and during the AGM are contained in the Notice on pages 12 and 13, under the heading 'Important Information for Shareholders' and in the 'Virtual Meeting Online Guide' available at <https://www.bluescope.com/investors/annual-meetings>.

## Items of Business

The business of the AGM is to consider:

- » the 2021 Annual Report. The 2021 Annual Report (including the Financial Statements and the reports of the Directors and the auditor for the year ended 30 June 2021) was posted to Shareholders who elected to receive a hard copy on 21 September 2021 and made available online at [www.bluescope.com/investors/annual-reports](http://www.bluescope.com/investors/annual-reports);
- » the adoption of the Remuneration Report for the year ended 30 June 2021;
- » the re-election of Mark Hutchinson as a Director of the Company;
- » approval for the grant of Share and Alignment rights to the Managing Director & Chief Executive Officer;
- » the renewal of the previous approval of potential leaving benefits for executives; and
- » temporarily increasing the maximum number of Directors that may be appointed.

Further detail on each of the resolutions is contained in the Notice and Explanatory Notes. The Board recommends that Shareholders vote in favour of all resolutions.

A handwritten signature in black ink, appearing to be 'John Bevan', written over a light blue wavy background.

**John Bevan**  
Chairman

1 October 2021

# Notice of Annual General Meeting

Notice is given that the 2021 Annual General Meeting (AGM) of Shareholders of BlueScope Steel Limited (the Company) will be held:

**Date:** Thursday 18 November 2021

**Time:** 10.00am (AEDT)

**Venue:** Online at <https://agmlive.link/BSL21>

## Accessing the AGM online, voting and Shareholder Questions

Shareholders are requested to participate in the AGM via our online platform and are encouraged to submit questions to the Company or its auditor in advance of the AGM by completing a Shareholder Question Form. Details on how Shareholders can participate in the AGM via our online platform and how to ask questions both before and during the AGM are contained in this Notice on pages 12 and 13, under the heading 'Important Information for Shareholders' and in the 'Virtual Meeting Online Guide' available at <https://www.bluescope.com/investors/annual-meetings>.

## ITEMS OF BUSINESS

### 1. Annual Report

To receive and consider the Annual Report, Financial Statements and the reports of the Directors and the auditor for the year ended 30 June 2021.

### 2. Remuneration Report

To consider and, if thought fit, pass the following resolution as an ordinary resolution:

"That the Remuneration Report, which forms part of the report of the Directors for the year ended 30 June 2021, be adopted."

**Note:** The vote on this resolution is advisory only and does not bind the Directors or the Company.

### 3. Director re-election

To consider and, if thought fit, pass the following resolution as an ordinary resolution:

"That Mr Mark Hutchinson, who retires by rotation in accordance with the Company's Constitution and, being eligible, offers himself for re-election, be re-elected as a Director of the Company."

### 4. Approval of a grant of Share Rights to Mark Vassella under the Company's Short Term Incentive Plan

To consider and, if thought fit, pass the following resolution as an ordinary resolution:

"The grant of Share Rights to Mark Vassella, Managing Director and Chief Executive Officer, under the Company's Short Term Incentive Plan as described in the Explanatory Notes to this Notice of 2021 AGM be approved for all purposes, including under and for the purpose of ASX Listing Rule 10.14."

### 5. Approval of a grant of Alignment Rights to Mark Vassella under the Company's Long Term Incentive Plan

To consider and, if thought fit, pass the following resolution as an ordinary resolution:

"That the grant of Alignment Rights to Mark Vassella, Managing Director and Chief Executive Officer, under the Company's Long Term Incentive Plan as described in the Explanatory Notes to this Notice of 2021 AGM be approved for all purposes, including under and for the purpose of ASX Listing Rule 10.14."



## 6. Approval of potential termination benefits

To consider and, if thought fit, pass the following resolution as an ordinary resolution:

"That, for the purposes of sections 200B and 200E of the Corporations Act, approval is given for the giving of benefits to any current and future holder of a managerial or executive office in the Company or a related body corporate of the Company in connection with the person ceasing to hold that office as described in the Explanatory Notes to this Notice of 2021 AGM."

## 7. Increase in the maximum number of Directors that can be appointed

To consider and, if thought fit, pass the following resolution as an ordinary resolution:

"That in accordance with rule 11.1 of the Company's Constitution, the maximum number of Directors of the Company be increased to twelve (12) with immediate effect until the close of the Company's annual general meeting in 2025 (at which time the maximum number of Directors will return to ten (10) Directors)."

## Voting restrictions

### Item 2

No member of the key management personnel of the Company's consolidated group (**Group**) whose remuneration details are included in the Remuneration Report (or a closely related party of any such member), may vote in any capacity, and the Company will disregard the votes cast by or on behalf of such persons, on Item 2, unless the vote is cast as proxy for a person entitled to vote on Item 2:

- » in accordance with a direction on the Proxy Form; or
- » by the Chairman of the meeting because the Chairman will receive express authority through the Proxy Form to vote undirected proxies as the Chairman sees fit, even though Item 2 is connected with the remuneration of the Group's key management personnel.

### Items 4 & 5

Items 4 and 5 are resolutions connected directly or indirectly with the remuneration of the Group's key management personnel.

The Company will disregard:

- » any votes cast in favour of Items 4 and 5 by or on behalf of Mark Vassella and any of his associates, in any capacity; and
- » any votes cast on Items 4 and 5 by a person who is a member of the Group's key management personnel or their closely related parties as proxy.

However, the Company does not need to disregard votes cast by such persons on Items 4 and 5 as proxy or attorney for another person who is entitled to vote on those Items if the vote is cast:

- » in accordance with the directions on the Proxy Form;
- » by the Chairman of the meeting because the Proxy Form provides the Chairman with express authority to vote undirected proxies as the Chairman decides, even though Items 4 and 5 are connected with the remuneration of the Group's key management personnel; or
- » in favour of the relevant Items by the holder, acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
  - the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on the relevant Item; and
  - the holder votes on the relevant Item in accordance with directions given by the beneficiary.

### Item 6

No votes on Item 6 may be cast by or on behalf of a Relevant Person (as defined in the Explanatory Notes to this Notice of 2021 AGM), or by any associate of such a person. However, the Company does not need to disregard those votes which are cast on Item 6 by such persons as proxy for another person who is entitled to vote on that Item provided the vote is cast in accordance with the directions on the Proxy Form.

Additionally, the Company will disregard any votes cast on Item 6 by a person who is a member of the Group's key management personnel or their closely related parties as proxy, unless the vote is cast:

- » in accordance with the directions on the Proxy Form; or
- » by the Chairman of the meeting because the Proxy Form provides the Chairman with express authority to vote undirected proxies as the Chairman decides, even though Items 6 is connected with the remuneration of the Group's key management personnel.

## The Chairman of the meeting and undirected proxies

The Chairman of the meeting intends to vote undirected proxies (where he has been appropriately authorised) in **Favour** of each Item.

If a Shareholder appoints the Chairman of the meeting as their proxy and the Shareholder does not direct him how to vote on Items 2, 4, 5 or 6, the Shareholder authorises the Chairman of the meeting to exercise the proxy even if the resolution is connected directly or indirectly with the remuneration of a member of the Group's key management personnel.

If you do not wish to appoint the Chairman of the meeting as your proxy to vote on an Item in the manner indicated above, the Company encourages you to complete the voting directions in respect of each Item in Step 2 of the Proxy Form.

## How to vote

Shareholders may vote in one of the following ways:

- (a) Using the online platform. We recommend logging in to the online platform at least 15 minutes prior to the scheduled start time for the AGM using the instructions below:
- Enter <https://agmlive.link/BSL21> into a web browser on your computer or online device;
  - Shareholders will need their SRN or HIN; and
  - Proxyholders will need their proxy number issued by the Company's share registry, Link Market Services, to register to vote and ask questions. If you have not received confirmation of your proxy number prior to the AGM, please call the Online Meeting help line on +61 1800 990 363 on the day of the AGM to request confirmation of your proxy number.

Unless otherwise determined by the Chairman of the meeting, online voting will be open prior to the AGM at 9.30am (AEDT) on 18 November 2021 until the time at which the Chairman of the meeting announces that voting has closed. More information about online participation in the AGM is available on pages 12 and 13 of this Notice, under the heading 'Important Information for Shareholders' and in the 'Virtual Meeting Online Guide' available at <https://www.bluescope.com/investors/annual-meetings>.

- (b) Appointing a proxy to attend and vote on their behalf, using the Proxy Form provided with this Notice or the Chairman's Letter (as relevant) **OR** the electronic Proxy Form available at <https://investorcentre.linkmarketservices.com.au/voting/BSL>. You will need your HIN or SRN to lodge your Proxy Form online.

**Proxies must be received by Link Market Services by 10.00am (AEDT) on Tuesday 16 November 2021 to be valid for the AGM.**

- A Shareholder who is entitled to attend and cast a vote at the AGM may appoint a proxy.
- A proxy need not be a Shareholder and can be an individual or a body corporate.
- A body corporate appointed as a Shareholder's proxy may appoint a representative to exercise any of the powers the body may exercise as a proxy at the AGM (see 'Corporate representatives' on the next page).
- A Shareholder who is entitled to cast 2 or more votes may appoint 2 proxies and may specify the proportion or number of votes each proxy is appointed to exercise.
- The following addresses and fax number are specified for the purposes of receipt of hard copy proxy appointments:

**By hand:\***

BlueScope Steel Share Registry  
c/- Link Market Services Limited  
Level 12, 680 George Street  
Sydney, NSW, 2000

\* During business hours (Monday to Friday, 9:00am-5:00pm)

Due to ongoing COVID-19 implications and regular changes to public health guidance, the Company encourages Shareholders to lodge their proxy online or return their Proxy Forms by fax or by mail (see details below).

**By fax:**

Facsimile: +61 (0)2 9287 0309

**By mail:**

BlueScope Steel Share Registry  
c/- Link Market Services Limited  
Locked Bag A14  
Sydney South, NSW, 1235  
Australia

Should a Shareholder choose to return their hard copy Proxy Form via mail, please be aware of current postal timeframes, including the possibility of delays depending upon the COVID-19 regulations at the time. To be effective, the instrument by which a proxy is appointed by a Shareholder and, if the instrument is signed by the Shareholder's attorney, the authority under which the instrument is signed or a certified copy of the authority, must be received by the Company at least 48 hours before the AGM.

Shareholders should consider directing their proxy as to how to vote on each resolution by marking either the "For", "Against" or "Abstain" box when completing their Proxy Form to ensure that their proxy is permitted to vote on their behalf in accordance with their instructions.

Under the Corporations Act, if the appointment of a proxy specifies the way the proxy is to vote on a particular resolution:

- » if the proxy is not the Chairman of the meeting, the proxy need not vote on a poll but if the proxy does so, the proxy must vote as directed (subject to any applicable voting restrictions); and
- » if the proxy is the Chairman of the meeting, the proxy must vote on a poll and must vote as directed.

In addition, there are some circumstances where the Chairman of the meeting will be taken to have been appointed as a Shareholder's proxy for the purposes of voting on a resolution even if the Shareholder has not expressly appointed the Chairman of the meeting as their proxy. This will be the case where:

- » the appointment of the proxy specifies the way the proxy is to vote on a resolution;
- » the appointed proxy is not the Chairman of the meeting;
- » a poll is called on the resolution; and
- » either of the following applies:
  - the proxy is not recorded as attending the AGM; or
  - the proxy attends the AGM but does not vote on the resolution.

For more information concerning the appointment of proxies and the addresses to which Proxy Forms may be sent, please refer to the Proxy Form.

## Corporate representatives

A body corporate that is a Shareholder (or which is appointed as a proxy) may appoint a person to act as its representative. The representative should provide:

- » a letter or certificate authorising him or her as the body corporate's representative, executed in accordance with the body corporate's constitution or the Corporations Act; or
- » a copy of the resolution appointing the representative, certified by a secretary or director of the body corporate.

To be effective, the instrument appointing a person as the representative of a body corporate that has been appointed as a proxy must be received by the Company at least 48 hours before the AGM (10.00am (AEDT) on Tuesday 16 November 2021).

## Voting method

The Chairman of the meeting has determined that voting on Items 2 to 7 will only be by way of a poll to facilitate participation by all Shareholders attending the meeting.

## Voting entitlements

The Board has determined that for the purposes of the AGM, shares will be taken to be held by those persons recorded on the Company's share register as at **7.00pm (AEDT) on Tuesday 16 November 2021**.

## Technical difficulties

As the AGM is being held online, technical difficulties may arise during the course of the AGM. The Chairman of the meeting has discretion as to whether and how the AGM should proceed if a technical difficulty arises. In exercising this discretion, the Chairman will have regard to the nature of the issue, the number of Shareholders impacted and the extent to which participation in the business of the AGM is affected.

Where the Chairman of the meeting considers it appropriate, the Chairman may continue to hold the AGM and transact business, including conducting a poll and voting in accordance with valid proxy instructions. For this reason, Shareholders are encouraged to lodge a proxy by **10:00am (AEDT) on Tuesday 16 November 2021** even if they plan to attend the AGM online.

By order of the Board

**Debra Counsell**, Company Secretary  
1 October 2021

## EXPLANATORY NOTES

This information forms part of the Notice of Meeting.

A discussion will be held on all items to be considered at the AGM.

All Shareholders are encouraged to submit questions to the Company or its auditor in advance of the AGM by completing a Shareholder Question Form. Details on how Shareholders can ask questions before the AGM are contained in this Notice on pages 12 and 13, under the heading 'Important Information for Shareholders'. To allow time to collate questions and prepare answers, questions submitted in advance of the AGM using the online or hardcopy Question Forms need to be received by no later than 5.00pm (AEDT) on Thursday 11 November 2021.

Shareholders who attend the AGM online will also have a reasonable opportunity to ask questions during the AGM via the online AGM platform or orally through the telephone line. Important details on how Shareholders can ask questions during the AGM are contained in this Notice on pages 12 and 13, under the heading 'Important Information for Shareholders' and in the 'Virtual Meeting Online Guide' available at <https://www.bluescope.com/investors/annual-meetings>.

The Chairman of the meeting will endeavour to address as many of the more frequently raised questions as possible during the AGM. However, there may not be enough time to address all questions raised. Please note that individual responses will not be sent to Shareholders.

## Item 1. Annual Report

The Annual Report, Financial Statements and the reports of the Directors and the auditor for the year ended 30 June 2021 will be presented for consideration.

The 2021 Annual Report was posted to Shareholders who elected to receive a hard copy and was made available on the Company's website at [www.bluescope.com/investors/annual-reports](http://www.bluescope.com/investors/annual-reports) on 21 September 2021.

The Chairman of the meeting will allow a reasonable opportunity for Shareholders to ask questions about, or make comments on, the management of the Company. The auditor of the Company, Ernst & Young, will be available to take questions about the preparation and content of its report, the accounting policies adopted by the Company in relation to the preparation of the financial statements and the independence of the auditor in relation to the conduct of the audit.

The Company is required by law to forward all questions received prior to the AGM to the auditor and the auditor is required to prepare a list of questions that the auditor considers are relevant to the conduct of the audit and the content of the auditor's report (**Audit Questions**). At the AGM, the Chairman of the meeting will give the auditor a reasonable opportunity to answer any Audit Questions. The list of questions prepared by the auditor will be available on the Company's website at <https://www.bluescope.com/investors/annual-meetings> immediately prior to the AGM.



## Item 2. Remuneration Report

The Remuneration Report forms part of the Directors' Report and is included in the Company's Annual Report for the year ended 30 June 2021. The 2021 Annual Report was posted to Shareholders who elected to receive a hard copy and was made available on the Company's website at [www.bluescope.com/investors/annual-reports](http://www.bluescope.com/investors/annual-reports) on 21 September 2021.

The Remuneration Report:

- » explains the Company's remuneration framework and its relationship with the Company's performance;
- » contains the remuneration details of the Directors and the other key management personnel of the Company; and
- » explains the incentive arrangements in place for the Company's employees.

The Directors unanimously recommend that Shareholders vote in favour of this advisory resolution.

## Item 3. Candidate for re-election as a director

Mr Mark Hutchinson retires by rotation and, being eligible, offers himself for re-election.

Biographical information on Mr Hutchinson is set out below. Information on the process and criteria for determining the independence of Mr Hutchinson for the purposes of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations is contained in the Company's 2021 Corporate Governance Statement, which can be found on the Company's website: [www.bluescope.com/about-us/governance/board-and-directors/](http://www.bluescope.com/about-us/governance/board-and-directors/).

The Board (excluding Mr Hutchinson) is of the view that Mr Hutchinson makes a positive contribution to the Board and has skills and experience which benefit the Company and, consequently, supports the re-election of Mr Hutchinson.

### Mark Hutchinson,

Non-executive Director (Independent)

Age 61, D Bus, BCom

Director since: October 2018

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

Mr Hutchinson is a Non-executive Director of Mission Australia, Allianz Australia Insurance Limited and Alpha Australia. Mr Hutchinson has extensive business and leadership experience at the senior executive level. He has held various roles at General Electric (GE) over a 25 year career, the two most recent as President and Chief Executive Officer Europe (2015 – 2017) and China (2010 - 2014). In these roles, Mr Hutchinson's responsibilities included strengthening GE's operations across China and Europe and developing and executing a shared growth strategy for all GE businesses. Prior to joining GE China, he was President of GE Capital Real Estate International where he led the

Real Estate team in Europe and Asia. He previously held various financial services roles at Barclays Capital Asia Limited in Australia and Hong Kong (1983 – 1994).

Mr Hutchinson brings to BlueScope a global perspective including direct operational experience in Asia. He also has extensive experience in companies which have used technology and digital to undertake transformational change.

Mr Hutchinson is Chair of the Health, Safety & Environment Committee and is a member of the Nomination Committee, the Remuneration & Organisation Committee and the Risk & Sustainability Committee.

## Items 4. and 5. Approval of grants of Share Rights and Alignment Rights to Mark Vassella

### Background to Items 4 and 5

#### Overview of proposed grants of Share Rights and Alignment Rights

As outlined in the 2021 Remuneration Report, as part of Mark Vassella's (Managing Director and Chief Executive Officer) remuneration package it is proposed that, subject to Shareholder approval, he be granted:

- » share rights to acquire fully paid ordinary shares in the Company under the Company's Short Term Incentive Plan (**Share Rights**); and
- » alignment rights to acquire fully paid ordinary shares in the Company under the Company's Long Term Incentive Plan (**Alignment Rights**).

Items 4 and 5 seek Shareholder approval for those grants for FY2022.

#### Proposed grant of Share Rights under the Company's Short Term Incentive Plan

Under the Company's short term incentive arrangements Mark Vassella may elect to receive nil, 50% or 100% of his potential short term incentive for each performance year in Share Rights. For the 2022 performance year, Mark Vassella has elected to receive 100% of his short term incentive award in Share Rights, i.e. he will not receive any cash incentive.

The maximum number of Share Rights Mark Vassella is entitled to be granted in the 2022 performance year is 54,704. That number was determined by:

- » dividing \$1,260,000 (being Mark Vassella's maximum STI opportunity for the 2022 performance year) by the volume weighted average price (**VWAP**) of the Company's shares traded on ASX for the 3 months up to and including 31 August 2021 which was \$23.0329; and
- » multiplying the result by 100%, being the percentage of Mark Vassella's potential 2022 short-term incentive award that he has elected to receive in Share Rights.

### Vesting of Share Rights

Except in limited circumstances mentioned below, Share Rights will vest only to the extent that the relevant performance conditions are satisfied. The performance conditions are designed to:

- » provide specific Company financial performance targets for Mark Vassella. Targets have been selected by the Board and include measures for return on invested capital and free cash flow for the performance year. The Company's policy is not to provide earnings guidance and accordingly the details of the relevant financial conditions will not be disclosed in advance; and
- » incentivise Mark Vassella to achieve targets relating to environmental, social and governance, including safety and specific business strategy priorities. The Company considers the conditions relating to execution of the strategy initiatives to be commercial-in-confidence with the result that publication of that information prior to the end of the performance period may be prejudicial to the interests of the Company.

The measures will be disclosed in the 2022 Remuneration Report.

The number of Share Rights that vest will be determined in accordance with the vesting schedule below and will depend on the extent to which the performance conditions are satisfied:

Satisfaction of performance conditions	% of Share Rights that vest
Below threshold	0%
Threshold	33%
Target	67%
Maximum	100%

Between "threshold" and "maximum" the number of Share Rights that vest will be determined on a pro-rata straight-line basis.

"Threshold", "target" and "maximum" performance levels will be determined by the Board and notified to Mark Vassella. The Board will disclose, in the 2022 Remuneration Report, the outcome against the performance conditions, including the rationale for the relevant performance outcome.

### Proposed grant of Alignment Rights under the Company's Long Term Incentive Plan

Subject to Shareholder approval, it is proposed that Mark Vassella be granted Alignment Rights (**2022 Alignment Rights Award**) on the basis described below.

The maximum number of Alignment Rights to be granted to Mark Vassella is 82,056. That number was determined by dividing \$1,890,000 (being Mark Vassella's LTI opportunity for the performance period commencing 1 July 2021) by the VWAP of the Company's shares traded on ASX for the 3 months up to and including 31 August 2021 which was \$23.0329. These Alignment Rights will be subject to the conditions described below.

### Vesting of Alignment Rights

For the 2022 Alignment Rights Award, the performance period starts on 1 July 2021 and ends on 30 June 2024.

Except in limited circumstances mentioned below, Alignment Rights will only vest if:

- » the Company's average annual "Underlying EBIT ROIC" over the relevant three-year performance period is greater than 10%. "Underlying EBIT ROIC" is the ratio of the Company's consolidated underlying earnings before interest and tax (EBIT) to the Company's average net operating assets (defined as net assets minus future income tax benefits and net cash plus provision for deferred tax plus provision for income tax). The Company's average net operating assets for the period is calculated as the average of the opening balance and each of the 12 months in the relevant period (i.e. a 13-month average); and
- » the ratio of the Company's average annual "Leverage" calculated at 6 monthly intervals over the relevant three year performance period is less than 1.3. "Leverage" is the ratio of the Company's consolidated current and non-current external borrowings less cash and cash equivalents as at the relevant balance date to the Company's consolidated underlying earnings before interest, tax, depreciation and amortisation (EBITDA) for the relevant period.

The calculation of "Underlying EBIT ROIC" and "Leverage" is to be as determined by the Board, after such adjustments (if any) as the Board determines. As specified in the Company's 2021 Remuneration Report, the Board has exercised its discretion to exclude the approved capital spend for the North Star Expansion project from the assessment of underlying EBIT ROIC for the period of the approved build and ramp up, to ensure participants (including Mark Vassella) are not penalised for undertaking an investment which is expected to deliver long-term profitable growth. Any earnings associated with the ramp up period will also be excluded until full ramp up is achieved. If one or both performance conditions is not satisfied, all of the Alignment Rights will lapse (unless the Board exercises its discretion to allow them to vest which it will only do in exceptional circumstances).

### **Additional information for Items 4 and 5**

Listing Rule 10.14 provides that a listed company must not permit a director to acquire equity securities under an employee incentive scheme unless it obtains the approval of its Shareholders. The proposed grants of Share Rights and Alignment Rights under the Company's Short Term Incentive Plan and Long Term Incentive Plan to Mark Vassella, a validly appointed Director of the Company for the purposes of Listing Rule 10.14.1, therefore requires the approval of the Company's Shareholders under Listing Rule 10.14.

Resolutions 4 and 5 seek the required Shareholder approval to the grants under and for the purposes of Listing Rule 10.14.

If resolutions 4 and 5 are passed, the Company will be able to proceed with the issue and the Share Rights and Alignment Rights will be issued to Mark Vassella.

If resolution 4 is not passed, the Company will not be able to proceed with the issue of Share Rights and instead the Company will award Mark Vassella any Short Term Incentive in cash. If resolution 5 is not passed, the Company will not be able to proceed with the issue of Alignment Rights. This may impact the Company's ability to incentivise Mark Vassella, to align his interests with those of Shareholders and to align his remuneration arrangements with the remuneration arrangements of the Company's other senior executives. In these circumstances, the Board will need to consider alternative remuneration arrangements.

Mark Vassella's total annual remuneration package for FY2022 is outlined below and consists of:

- » fixed remuneration (base pay and superannuation): \$1,890,000;
- » short term incentive (STI): maximum opportunity set at 67% of fixed remuneration, which is \$1,260,000; and
- » long term incentive (LTI): maximum opportunity set at 100% of fixed remuneration, which is \$1,890,000.

Mark Vassella's total remuneration package for FY 2021 is outlined in the Company's 2021 Remuneration Report.

### **Share Rights and Alignment Rights**

Subject to the rules of the Company's Short Term Incentive Plan, each Share Right would entitle Mark Vassella to be provided with one fully paid ordinary share in the Company upon vesting. Subject to the rules of the Company's Long Term Incentive Plan, each Alignment Right would entitle Mark Vassella to be provided with one fully paid ordinary share in the Company upon vesting.

No amount is payable by Mark Vassella in respect of the award of Share Rights or Alignment Rights, or the exercise of a Share Right or an Alignment Right. Mark Vassella will be liable for income tax in respect of the Share Rights and Alignment Rights in accordance with applicable tax laws. No financial assistance is, or will be, provided by the Company to Mark Vassella in respect of the tax liability arising from the award or exercise of the Share Rights or Alignment Rights.

### **Exercise and lapse of Share Rights and Alignment Rights**

If a Share Right or an Alignment Right vests, it may be exercised by Mark Vassella and he will be provided with a fully paid ordinary share in the Company. Shares would be acquired for Mark Vassella by the trustee of the Company's share plan trust by way of subscription for new shares or on-market purchase with funds provided by the Company. If a Share Right or an Alignment Right does not vest, it will lapse.

### **Ceasing employment**

Unvested Share Rights and Alignment Rights will lapse if Mark Vassella ceases to be employed on BlueScope initiated termination or as a result of him resigning. If it considers it appropriate, the Board has discretion to treat a resignation as if it was a retirement or redundancy (as described below).

If Mark Vassella ceases to be employed because of death or disability, all his unvested Share Rights and Alignment Rights would vest. Vesting in these circumstances would occur without regard to performance conditions.

In relation to the Share Rights, if Mark Vassella ceases employment due to retirement or redundancy within 6 months of the performance period start date of the Share Rights, all unvested Share Rights will lapse. After the initial 6-month period, Mark Vassella will retain a pro-rated number of Share Rights in proportion to the performance period that has elapsed at the time he ceases employment. Whether those Share Rights vest will depend upon an assessment of the performance conditions at the end of the performance period. However, the Board has discretion to determine that pro-rating will not apply and/or that the performance conditions are to be assessed at the time Mark Vassella ceases employment. Any Share Rights that are not retained will lapse.

In relation to the Alignment Rights, if Mark Vassella ceases employment due to retirement, redundancy or mutually-agreed separation, he will retain a pro-rated number of Alignment Rights in proportion to the service period that has elapsed at the time he ceases employment. Whether those Alignment Rights vest will depend upon an assessment of the performance conditions at the end of the performance period. However, the Board has discretion to determine that pro-rating will not apply and/or that the performance conditions are to be assessed at the time Mark Vassella ceases employment. Any Alignment Rights that are not retained will lapse.

### **Malus/Clawback**

The Board has discretion to determine that Share Rights and Alignment Rights lapse if it determines that Mark Vassella has not adhered to all of the Company's policies that apply to him, he has not conducted himself in accordance with the Company's values, his conduct has otherwise been unsatisfactory or in the event of serious misconduct by Mark Vassella which undermines the Company's performance, financial soundness and reputation. These events could include misrepresentation or material misstatements due to errors, omissions or negligence.



The Board also has discretion, in certain circumstances, to clawback Alignment Rights, any resulting shares or the financial benefit of those shares. These circumstances include fraud or gross misconduct, breach of law, material breach of policies or standards, bringing BlueScope into disrepute, material misstatement in financial statements, certain oversight failures or any other circumstances where there would be an inappropriate benefit. The clawback applies for a period of three years after the vesting of any Alignment Rights.

### **Change of control**

If, at any time while there are Share Rights or Alignment Rights which have not lapsed or vested, a takeover bid is made to acquire the whole of the issued ordinary share capital of the Company or a transaction is announced by the Company which, if implemented, would result in a person owning all of the issued shares in the Company, then the Board may permit the Share Rights or Alignment Rights to vest. The Company must permit the Share Rights and Alignment Rights to vest if a person acquires more than 50% of the issued share capital of the Company provided that the Board determines that the performance hurdles have been satisfied as assessed at the that time having regard to the shorter performance period.

### **Annual Remuneration Strategy Review**

Each year the Remuneration and Organisation Committee of the Board reviews the Company's remuneration structure and strategy taking into account developments in the market to ensure that it remains consistent with the Objective and Principles of the Company's remuneration framework (most recently set out in the 2021 Remuneration Report). If, following a review, it is proposed to materially change the terms of the proposed award of Share Rights or Alignment Rights to Mark Vassella, further approval would be sought from Shareholders (if required).

### **Other information**

In accordance with the ASX Listing Rules and the Corporations Act, the following additional information is provided concerning the Share Rights and Alignment Rights to be awarded to Mark Vassella:

- » Mark Vassella will be the only Director who is entitled to participate in the Short Term Incentive Plan and Long Term Incentive Plan for the 2022 performance year. Any additional persons covered by Listing Rule 10.14 who become entitled to participate in an issue of securities under the Company's Short Term Incentive Plan and Long Term Incentive Plan respectively after items 4 and 5 are approved and who were not named in the Notice of Meeting will not participate until approval is obtained under that rule.
- » There is no loan scheme in relation to the Short Term Incentive Plan (or Share Rights awarded under it) or Long Term Incentive Plan (or Alignment Rights awarded under it).

- » Any Share Rights or Alignment Rights to be granted to Mark Vassella will be granted as soon as practicable after the AGM, and in any event no later than 17 November 2022. 341,230 Share Rights and 505,549 Alignment Rights have previously been issued to Mark Vassella under the Company's Short Term Incentive Plan and Long Term Incentive Plan respectively since his appointment as Managing Director and Chief Executive Officer and no acquisition price was paid for those rights.
- » Details of any Share Rights and Alignment Rights issued under the Company's Short Term Incentive Plan and Long Term Incentive Plan respectively will be published in the Company's annual report relating to the period in which they were issued, along with a statement that approval for the issue was obtained under Listing Rule 10.14.

### **Directors' recommendation**

The Directors (with Mark Vassella abstaining) recommend that Shareholders vote in favour of Items 4 and 5. The Directors consider the proposed issue of Share Rights and Alignment Rights for FY2022 to Mark Vassella is an important component of his overall remuneration package and to be appropriate in all the circumstances having regard to BlueScope's size, scope, complexity and strategic objectives, and Mark Vassella's unique skills and experience.

### **Item 6. Approval of potential termination benefits**

The Corporations Act restricts the benefits (**termination benefits**) which can be given to certain employees who hold or held a managerial or executive office in the Company or a related body corporate of the Company. Under the Corporations Act, the Company may only give a person a termination benefit in connection with their ceasing to hold a managerial or executive office in the Company or a related body corporate of the Company if it is approved by Shareholders or an exemption applies.

The Company's policy in relation to termination benefits is to treat ceasing employees and key management personnel (**KMP**) fairly and consistently, as well as in accordance with applicable laws and market practice.

To ensure the Company is able to meet this objective, Shareholder approval is sought for any potential termination benefits that may be provided to a Relevant Person (as defined on the next page), including as a result of the exercise of Board discretion, under:

- » their employment or service agreement;
- » the Company's various incentive plans; and
- » applicable laws and regulations.

Approval by Shareholders does not guarantee that a Relevant Person will receive termination benefits, but rather preserves the discretion of the Board to determine the most appropriate termination arrangements for the person in accordance with the relevant employment agreement and incentive plan rules.

## Shareholders have previously provided approval at the 2018 AGM

At the 2018 Annual General Meeting, Shareholders provided approval under the Corporations Act to authorise the Company to provide benefits of the kind contemplated by this Item. The approval was granted for a three-year period with expiry being the 2021 AGM. Shareholders are now requested to renew the approval for a further three years.

## These are not new benefits

The Company's remuneration strategy and arrangements are described in the Remuneration Report and this Notice. Shareholders are not being asked to approve any increase or changes in the employment arrangements, remuneration, individual entitlements, benefits or incentive plans for Relevant Persons. Rather, Shareholders are being asked to approve the Company's existing policy and practices to enable the Company to continue to operate its remuneration programs to support its strategy.

The Board has proposed this Item 6 as it considers it appropriate to refresh the previous Shareholder approval at the 2021 AGM.

## Which employees are covered by the approval?

Approval is being sought in respect of:

- » any current or future employees who are (or become) members of the Company's KMP; and

- » any current or future employees who hold (currently or in the future) a managerial or executive office in the Company or a related body corporate of the Company (this includes individuals who are directors of the Company's subsidiaries),

and either hold that role at the time of their termination or were in the role within the three years prior to their termination (**Relevant Persons**).

Given the wide application of restrictions on the payment of termination benefits in the Corporations Act and the fact that the Company is a global business with subsidiaries and operations in many jurisdictions around the world, many of the Relevant Persons are employed outside Australia. Their employment terms have been designed to meet local laws, regulations and practice, and are not necessarily the same as the terms applying to employees in Australia.

Approval is not being sought in respect of Non-Executive Directors. The Company's policy is that Non-Executive Directors do not receive retirement benefits other than in accordance with the Company's superannuation obligations.

## Termination benefits and entitlements

The potential termination benefits or entitlements for which Shareholder approval is sought (including the various discretions that may be exercised by the Board (or its delegate)) are described below.

As outlined below, the Company currently operates a number of equity incentive plans, including the Long Term Incentive Plan and the Short Term Incentive Plan (where part of an STI award may be delivered as Share Rights), which are described in further detail in the Company's Remuneration Report (**Equity Incentive Plans**).

### Agreement/plan

### Potential entitlements/treatments

#### Employment agreements

The Managing Director and Chief Executive Officer is employed under an agreement which includes a maximum 12-month notice period by either party.

Other executive KMP, excluding the Managing Director and Chief Executive Officer, are employed under agreements which include a maximum 6-month notice period by either party.

All executive KMP contracts include a maximum 12-month service payment in the event of termination by the Company other than for cause.

Directors of related bodies corporate of the Company are employed under agreements capable of termination by the relevant related body corporate or the director on providing certain periods of notice (depending on the individual employment agreement).

The Company may make a payment in lieu of some or all of the notice period in accordance with the terms of the relevant contract. This payment can include other allowances or entitlements as contemplated in the employment agreement including but not limited to non-monetary benefits, relocation expenses and superannuation benefits.

## Equity incentive plans

Agreement/plan	Resignation/company initiated termination	Death or disability	Retirement, redundancy or mutual separation
<b>Short term incentive plan</b>	Unvested rights will lapse unless the Board otherwise exercises its discretion	Unvested rights will vest without regard to relevant performance hurdles or the expiry of any applicable retention periods	Unvested rights lapse if employment ceases within 6 months of the performance period start date. After the initial 6 month period, unvested rights do not lapse, however the number of rights that remain available for vesting at the end of the relevant performance period may be reduced pro-rata to reflect the proportion of the performance period served. The Board has discretion to determine that pro-rating should not apply and that applicable performance conditions should be assessed at the time of cessation.
<b>Long term incentive plan</b>	As above	As above	Unvested rights do not lapse, however the number of rights that remain available for vesting at the end of the relevant performance period may be reduced pro-rata to reflect the proportion of the performance period served. The Board has discretion to determine that pro-rating should not apply and that applicable performance conditions should be assessed at the time of cessation.
<b>Other equity incentive plans</b>	As above	Depending upon the plan, unvested rights will either: (i) be treated as outlined above, or (ii) continue to be held on the terms and conditions of the relevant plan (unless the Board determines otherwise in its absolute discretion).	Depending on the plan, unvested rights will either: (i) be treated as outlined above; or (ii) continue to be held on the terms and conditions of the relevant plan (unless the Board determines otherwise in its absolute discretion).

Other benefits may be payable upon cessation of employment in accordance with policies, market practice or local law. As BlueScope has employees in a number of countries outside Australia, it is not possible to succinctly describe each benefit and its treatment in advance for each Relevant Person who this may affect.

Any other payments required to be made under an applicable law or statutory entitlement will also be paid by the Company and its related bodies corporate.

### Value of the potential termination benefits

The amount and value of the termination benefits for which the Company is seeking approval cannot be ascertained in advance but will be the maximum potential benefit that could be provided under the relevant employment agreement, Equity Incentive Plans and other arrangements, as summarised above. Other factors which may affect the amount and value of the termination benefits and entitlements that may be provided include:

- » the circumstances in which the individual ceases to hold office;
- » their base salary at the time of cessation of employment;
- » the length of their service with the Company and its related bodies corporate and the portion of any relevant performance or retention periods that have expired at the time they cease employment;



- » the number of rights or other entitlements held by the individual prior to cessation of employment and the number that the Board determines to vest, lapse, forfeit or leave on foot in accordance with the relevant plans;
- » the Company's share price at the relevant time;
- » any factors that the Board determines to be relevant when exercising a discretion (such as its assessment of the individual's performance up to the termination date);
- » the jurisdiction in which the individual is based at the time they cease employment, and the applicable laws in that jurisdiction; and
- » any changes in law between the date the Company or its related body corporate enters into an employment contract with the individual and the date they cease to hold office.

### Approval is sought for a three year period

If approval is obtained, it will be effective for a period of approximately three years from the date the resolution is passed until the conclusion of the Company's 2024 Annual General Meeting. If considered appropriate, the Board will seek a new approval from Shareholders at the Company's 2024 Annual General Meeting.

It can be reasonably anticipated that aspects of relevant employment agreements, the Equity Incentive Plans and the Company's policies will be amended from time to time in line with market practice and changing governance standards. Where relevant, changes in relation to KMP will be reported in the Company's future remuneration reports. However, it is intended that this approval will remain valid for as long as these agreements, plans and policies provide for the treatment on cessation of employment set out in this Notice.

### Directors' recommendation

The Directors (with Mr Vassella abstaining) recommend that Shareholders vote in favour of Item 6.

## Item 7. Temporary increase in maximum number of directors

Rule 11.1 of the Company's Constitution limits the maximum number of Directors of the Company to ten (10) Directors, unless the Company in general meeting resolves otherwise. The Board currently comprises eight Directors.

It is proposed that, in accordance with Rule 11.1(a) of the Company's Constitution, the maximum number of Directors permitted be temporarily increased, with immediate effect following the AGM, from ten (10) to twelve (12) until the conclusion of the 2025 Annual General Meeting (2025 AGM).

In the lead up to the 2025 AGM, noting the Company's preference that Directors not serve longer than 10 years, and as part of the Board succession and renewal process, it is expected that:

- » a number of Directors will retire from the Board; and
- » the Board will identify and appoint new Directors to the Board.

In order to allow for this transition to take place in an orderly manner and also to facilitate the transfer of corporate knowledge to new Director appointees, the Board considers it desirable to have a temporary increase in the number of Directors during this transition phase. In addition, increasing the maximum number of Directors to twelve will give the Board some headroom to maintain flexibility for succession and renewal and for additional Directors to be appointed to enhance and complement the Board skills set.

Accordingly, the temporary increase in the maximum number of Directors to twelve is considered to be in the best interests of the Company.

As this increase in the maximum number of Directors is temporary (i.e. until the 2025 AGM), the Board is of the view that there is no need to increase the maximum Non-executive Directors' fee pool.

### Directors' recommendation

The Directors recommend that Shareholders vote in favour of Item 7.

## IMPORTANT INFORMATION FOR SHAREHOLDERS

### How do I access the 2021 Notice of Meeting?



A copy of the Notice can be found on the Company's website at <https://www.bluescope.com/investors/annual-meetings>.

### How do I attend the 2021 AGM?



BlueScope is holding its 2021 AGM online.

### To attend BlueScope's 2021 AGM online:

Enter <https://agmlive.link/BSL21> into a web browser on your desktop computer or tablet device. We recommend you log into the online platform by 9.45am (AEDT) on the day of the AGM to check your connection.

### Shareholders

You will need your Shareholder Reference Number (SRN) or Holder Identification Number (HIN) to ask questions online and vote at the AGM once you log in. Please note this includes the 'X' or the 'I' which precedes the number.

## Proxyholders

You will need your proxy number issued by Link Market Services, the Company's share registry, to register to vote and ask questions at the AGM once you log in. If you have not received confirmation of your proxy number prior to the AGM, please call the Online Meeting help line on 1800 990 363 (toll free), or +61 1800 990 363 (outside Australia) on the day of the AGM to request confirmation of your proxy number.

Once the AGM commences at 10.00am, you will see the live webcast on the left side of your screen, with presentation slides displaying on the right side.

## Am I eligible to vote at the 2021 AGM?

You are eligible to vote at the AGM if you are registered as a holder of ordinary shares in the Company at 7.00pm (AEDT), Tuesday 16 November 2021.

## How do I appoint a proxy?

Eligible Shareholders can appoint a proxy to vote on their behalf at the AGM electronically at <https://investorcentre.linkmarketservices.com.au/voting/BSL>, by selecting "Voting" and following the instructions to complete the online Proxy Form **OR** if you received a paper copy Proxy Form, by following the instructions to complete the Proxy Form and by returning that form in accordance with the details set out on that form.

If you wish to appoint a proxy using the paper copy Proxy Form, please be aware of current postal timeframes, including the possibility of delays due to COVID-19 regulations at the time. Proxies must be received by Link Market Services by **10.00am (AEDT) on Tuesday 16 November 2021** to be valid for the AGM.

As all resolutions will be voted on by a poll, if you direct your proxy how to vote at the AGM, your proxy must vote as directed.

## How do I vote during the 2021 AGM?

Unless otherwise determined by the Chairman of the meeting, online voting will be open prior to the commencement of the AGM at 9.30am (AEDT) on 18 November 2021 and continue until the time at which the Chairman closes the voting.

To join the AGM, enter <https://agmlive.link/BSL21> into a web browser on your desktop computer or tablet device. We recommend you log into the online platform by 9.45am (AEDT time) on the day of the AGM to check your connection.

**Shareholders** – will need their Shareholder Reference Number (**SRN**) or Holder Identification Number (**HIN**) to vote at the AGM. Please note this includes the 'X' or the 'I' which precedes the number.

**Proxyholders** – will need their proxy number issued by the Company's share registry to vote at the AGM.

Shareholders who have appointed a proxy prior to the AGM can still attend and take part in the AGM. If the Shareholder votes on a resolution during the AGM, the proxy is not entitled to vote and must not vote as the Shareholder's proxy on that resolution.

More detailed information on how to vote online during the AGM is provided in the 'Virtual Meeting Online Guide' available online at <https://www.bluescope.com/investors/annual-meetings>.

## How do I ask questions before the 2021 AGM?

We encourage Shareholders to submit questions in advance of the AGM by completing a Shareholder Question Form:

- » at [www.linkmarketservices.com.au](http://www.linkmarketservices.com.au), by selecting "Voting" then "Ask a Question" under the "Action" tab and completing the online Question Form; or
- » for those that have not elected to receive all their communications electronically and therefore received a paper copy Question Form, by completing and returning that question form in the reply-paid envelope.

Questions submitted in advance of the AGM need to be received by **no later than 5.00pm (AEDT) on Thursday 11 November 2021**.

## How do I ask questions at the 2021 AGM?

Shareholders and proxyholders can ask questions during the AGM.

### ONLINE

By using the online platform and their SRN, HIN or proxy number, selecting "Ask a Question", choosing the item of business relevant to their question and typing their question.

### BY TELEPHONE

A telephone facility will also be available for those who prefer to ask questions verbally. To ask questions during the meeting using the telephone facility, you can phone 1800 416 188 (toll free) or +61 2 9189 1107 (outside Australia) and use your unique personal identification number (PIN). Your unique PIN is required for verification purposes and may be obtained by contacting Link Market Services Limited on 1800 990 363 (toll free), or +61 1800 990 363 (outside Australia) **before 9.30am (AEDT) on Thursday 18 November 2021**.

For further information, refer to the 'Virtual Meeting Online Guide' available online at: <https://www.bluescope.com/investors/annual-meetings>.

### QUESTIONS

- » Questions should be stated clearly and should be relevant to the business of the AGM, including matters arising from the Financial Report, Directors' Report (including the Remuneration Report) and Auditor's Report, and general questions about the performance, business or management of the Company;
- » Questions should be asked one at a time on one particular item of business; and
- » No questions should be asked at the AGM regarding personal matters or those that are commercial in confidence.

More detailed information on how to ask questions during the AGM using the online platform and via the telephone line is provided in the 'Virtual Meeting Online Guide' available online at <https://www.bluescope.com/investors/annual-meetings>.

More information about online participation in the AGM is available in the 'Virtual Meeting Online Guide' at <https://www.bluescope.com/investors/annual-meetings>.



A webcast of the AGM will be made available at  
<https://www.bluescope.com/investors/annual-meetings>  
following the AGM.

**Date:** Thursday 18 November 2021

**Time:** 10.00am (AEDT)

**Venue:** Online at <https://agmlive.link/BSL21>

Level 11, 120 Collins Street  
Melbourne, Victoria 3000 Australia

[bluescope.com](https://bluescope.com)

in  @BlueScope