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## Graham Kraehe AO <br> Chairman

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## FY09 Review

- Revenue growth and strong cash flow in weak economic conditions
- Excluding CHEP Automotive and Recall SDS, sales revenue up 3\%
- Group sales revenue up $1 \%$
- Underlying profit down 8\%, due to economic slowdown and continued investment in growth initiatives
- Strong improvement in free cash flow
- Dividend for the year 30 Australian cents


## Capital management

- Balance between rewarding shareholders and cash conservation
- Strong balance sheet and unutilised borrowing capacity
- No refinancing requirements until FY11
- Cash-generating performance of business allows ongoing investment
- Well placed to benefit from broader economic recovery when it occurs


## Leadership succession

- Mike Ihlein - six-year contribution to Brambles
- Tom Gorman is the Board's unanimous choice
- Liz Doherty is returning to UK after two years as CFO
- New CFO Greg Hayes


## Corporate Governance

- Election and re-election of Non-executive Directors
- Increase in Board meetings held during the year
- Global Financial Crisis
- CHEP USA review


## Remuneration

- Lower executive bonuses for FY09
- No short-term bonus for CEO and CFO
- Board fees frozen


## Sustainability

- Increasingly important area of our business
- Sustainability Report published online


## Safety

- Deeply saddened by the two fatalities in FY09
- Zero Harm the only acceptable goal


## UK delisting

- Cancellation of secondary listing on the LSE
- CDIs $<2 \%$ of issued share capital
- Very limited trading over the past two years
- No longer in the interests of shareholders


## Trading update for the first four months of FY10

- Challenging comparison to prior corresponding period
- Business conditions stabilised - similar to second half of FY09
- Considerable leverage to broad-based economic growth
- Group sales revenue down 3\%
- CHEP USA - idle pallets incurring storage and handling costs
- Better EveryDay program


## Conclusion

- Strong businesses with outstanding market positions, operating models and people
- Strong balance sheet, high degree of financial flexibility
- Significant cash flow
- Sustainable, long-term growth opportunities


# Tom Gorman Chief Executive Officer 

## Five priorities

1. Quality and customer satisfaction
2. Profitable growth
3. Cost competitiveness
4. People
5. Corporate citizenship

## Strong underlying business

- Strong operating models and market positions
- Superb customers
- Financial strength and flexibility
- Substantial growth opportunities
- Great business, great prospects


## Near-term tasks

- Focus on getting to know customers, shareholders and employees
- Leadership summit of Brambles' top 60 executives
- Visit China in January
- CHEP USA Better EveryDay program


## CHEP USA Better EveryDay program

- Three main planks:
- Improvement in pallet quality
- Making it easier for customers to do business with us
- Increase and reorganise our sales force
- Customer feedback has been excellent
- Fast-track expenditure program FY10-FY12
- Constructive feedback from institutional shareholders
- Wood is the most economically and environmentally sustainable material for pallet pooling


## Quality and customer satisfaction

- Deliver ever-improving levels of customer satisfaction
- Competitive advantage stems from quality products, services and relationships
- Better EveryDay reflects this ethos


## Profitable growth

- Enormous growth potential within CHEP and Recall
- Expansion opportunities - new segments, new products and services
- Established markets with high penetration can continue to grow
- Newer regions will also play their part
- Opportunity to expand CHEP's asset management service


## Cost competitiveness

- Driving efficiencies in operations and overheads
- Critical as we continue to invest in quality, innovation and growth


## People

- Ensure our people are safe, engaged, motivated and performing to the best of their ability
- Commitment to Zero Harm and continuous safety improvement
- Roll-out of the Safety Management Information System underway


## Good corporate citizenship

- Taking responsibility for the impact of our actions on the communities in which we operate
- Opportunity to build on the inherent environmental benefits of CHEP and Recall's business models
- Customers are looking to do business with responsible partners with sustainable business models



## Brambles...

...has outstanding market positions
...has financial strength and growth potential
...is well placed to benefit from global economic recovery when it occurs
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## Remuneration

## Executive Remuneration Policy

- Current scheme approved at 2008 AGM
- No significant changes proposed


## Remuneration Policy

## Objective

- Drive business strategy
- Attract and retain high calibre executives
- Motivate executives to achieve challenging performance levels
- Align executive rewards with creation of shareholder value


## Remuneration Structure

- Fixed
- At risk


## Executive Director remuneration structure

At Risk Remuneration (67\%)
At Risk Shares (52\%)
Vesting over three years; performance hurdles for shares related to TSR and Sales Revenue/BVA At Risk Cash (15\%) Annual cash bonus, based on achieving BVA, NPAT, cash flow and personal objectives

Fixed Remuneration (33\%)
Salary
Superannuation, car, healthcare, etc

## Remuneration outcomes and decisions

- CEO and ELT salaries frozen for 2010
- Executive Directors did not receive any bonus payments for 2009
- Short-term bonuses have been significantly lower than in previous years
- No increases in Chairman and Directors' fees
- Executive appointments and departures have followed approved Plan Rules, existing contracts and accepted market practice


## MyShare - good progress

- MyShare was offered to 11,000 employees in 24 countries last year
- Approximately $20 \%$ of employees elected to participate
- MyShare will again be offered in 2010


## Summary

- Board and Remuneration Committee recognise 2009 has been a tough year for Brambles and our shareholders
- Remuneration decisions and outcomes reflect this
- Remuneration Policy and associated Plan Rules have been followed
- Continued progress on wider employee shareholding
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## How to ask a question

- Go to a designated microphone
- Show your blue voting card or pink non-voting card
- Give the attendant your name
- Wait until you have been introduced to the meeting
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## Voting procedure

| TO CAST YOUR VOTE |  |  |  |
| :---: | :---: | :---: | :---: |
| Please mark the appropriate box below. Where votes are to be cast in different ways, the number of votes should be marked in the appropriate boxes. |  |  |  |
|  | FOR | Agalnst | bstain |
| Resolution 2 <br> To adopt the Remuneration Repor <br> for Brambles for the year ended <br> 30 June 2009 |  |  |  |
| Resolution 3 <br> To elect Mr John Patrick Mullen to the Board of Brambles |  |  |  |
| Resolution 4 <br> To elect Mr Brian Martin Schwartz AM <br> to the Board of Brambles |  |  |  |
| Resolution 5 <br> To re-elect Mr Graham John Kraehe AO to the Board of Brambles |  |  |  |
| Resolution 6 <br> ore-elect Mr Stephen Paul Johns to the Board of Brambles |  |  |  |
| Resolution 7 <br> To re-elect Ms Sarah Carolyn Hailes Kay to the Board of Brambles |  |  |  |
| Resolution 8 <br> Amendments to constitution |  |  |  |

## Item 1

## Financial Statements

To consider and receive the Financial Report, Directors' Report and Auditors' Report for Brambles and the Group for the year ended 30 June 2009.

## Item 2

## As an ordinary resolution

"To adopt the Remuneration Report for Brambles and the Group for the year ended 30 June 2009."

## Proxies and direct votes received

## Resolution 2

To adopt the Remuneration Report

|  | For | Discretionary | Against | Abstain |
| :--- | ---: | :--- | ---: | ---: |
| Proxy votes | $\mathbf{8 9 6 , 5 1 2 , 2 6 8}$ | $\mathbf{8 , 8 1 8 , 8 1 5 *}$ | $\mathbf{5 , 1 0 2 , 6 2 6}$ | $\mathbf{5 , 7 5 1 , 0 2 6}$ |
| Direct votes | $\mathbf{5 , 7 2 3 , 0 4 1}$ | N/A | $\mathbf{2 , 7 7 3 , 9 6 4}$ | $\mathbf{4 2 3 , 4 2 0}$ |
| TOTAL | $\mathbf{9 0 2 , 2 3 5 , 3 0 9}$ | $\mathbf{8 , 8 1 8 , 8 1 5 *}$ | $\mathbf{7 , 8 7 6 , 5 9 0}$ | $\mathbf{6 , 1 7 4 , 4 4 6}$ |

*Includes 5,891,377 votes directed to the Chairman of the Meeting

## Mark your voting card

2. To adopt the Remuneration Report


# Items 3-7 <br> Election and Re-election of Directors 

As ordinary resolutions

## Item 3

## Election of Mr John Patrick Mullen



## Proxies and direct votes received

## Resolution 3

To elect Mr John Patrick Mullen to the Board of Brambles

|  | For | Discretionary | Against | Abstain |
| :---: | :---: | :---: | :---: | :---: |
| Proxy votes | 901,830,624 | 8,987,773* | 1,514,833 | 3,858,205 |
| Direct votes | 8,244,411 | N/A | 396,131 | 279,883 |
| TOTAL | 910,075,035 | 8,987,773* | 1,910,964 | 4,138,088 |

*Includes 6,025,176 votes directed to the Chairman of the Meeting

## Mark your voting card

## 3. To elect Mr John Patrick Mullen to the Board of Brambles



## Item 4

## Election of Mr Brian Martin Schwartz AM



## Proxies and direct votes received

## Resolution 4

To elect Mr Brian Martin Schwartz AM to the Board of Brambles

|  | For | Discretionary | Against | Abstain |
| :--- | ---: | :---: | ---: | ---: |
| Proxy votes | $\mathbf{8 9 1 , 6 9 2 , 1 5 0}$ | $\mathbf{8 , 9 9 4 , 7 0 9 *}$ | $\mathbf{1 1 , 7 0 4 , 3 5 8}$ | $\mathbf{3 , 7 9 7 , 2 1 8}$ |
| Direct votes | $\mathbf{8 , 2 4 6 , 5 8 8}$ | N/A | $\mathbf{4 1 3 , 8 7 2}$ | $\mathbf{2 5 9 , 9 6 5}$ |
| TOTAL | $\mathbf{8 9 9 , 9 3 8 , 7 3 8}$ | $\mathbf{8 , 9 9 4 , 7 0 9 *}$ | $\mathbf{1 2 , 1 1 8 , 2 3 0}$ | $\mathbf{4 , 0 5 7 , 1 8 3}$ |

*Includes $6,032,112$ votes directed to the Chairman of the Meeting

## Mark your voting card

## 4. To elect Mr Brian Martin Schwartz AM to the Board of Brambles



## Item 5

## Re-election of Mr Graham John Kraehe AO



## Proxies and direct votes received

## Resolution 5

To re-elect Mr Graham John Kraehe AO to the Board of Brambles

|  | For | Discretionary | Against | Abstain |
| :--- | ---: | :--- | ---: | ---: | ---: |
| Proxy votes | $\mathbf{8 7 3 , 8 3 5 , 6 7 9}$ | $\mathbf{8 , 9 6 0 , 1 1 4}{ }^{\star}$ | $\mathbf{2 9 , 6 0 7 , 6 8 4}$ | $\mathbf{3 , 7 8 7 , 9 5 8}$ |
| Direct votes | $\mathbf{7 , 7 6 7 , 4 9 7}$ | N/A | $\mathbf{9 8 5 , 9 0 5}$ | $\mathbf{1 6 7 , 0 2 3}$ |
| TOTAL | $\mathbf{8 8 1 , 6 0 3 , 1 7 6}$ | $\mathbf{8 , 9 6 0 , 1 1 4}$ | $\mathbf{3 0 , 5 9 3 , 5 8 9}$ | $\mathbf{3 , 9 5 4 , 9 8 1}$ |

*Includes 6,040,177 votes directed to the Chairman of the Meeting

## Mark your voting card

## 5. To re-elect Mr Graham John Kraehe AO to the Board of Brambles



## Item 6 <br> Re-election of Mr Stephen Paul Johns



## Proxies and direct votes received

## Resolution 6

To re-elect Mr Stephen Paul Johns to the Board of Brambles

|  | For | Discretionary | Against | Abstain |
| :---: | :---: | :---: | :---: | :---: |
| Proxy votes | 890,303,641 | 9,037,590* | 13,075,641 | 3,765,225 |
| Direct votes | 8,134,743 | N/A | 567,878 | 217,804 |
| TOTAL | 898,438,384 | 9,037,590* | 13,643,519 | 3,983,029 |

## Mark your voting card

## 6. To re-elect Mr Stephen Paul Johns to the Board of Brambles



## Item 7

## Re-election of Ms Sarah Carolyn Hailes Kay



## Proxies and direct votes received

## Resolution 7

To re-elect Ms Sarah Carolyn Hailes Kay to the Board of Brambles

|  | For | Discretionary | Against | Abstain |
| :--- | ---: | :--- | ---: | ---: |
| Proxy votes | $\mathbf{9 0 0 , 3 4 1 , 9 4 4}$ | $\mathbf{9 , 0 8 5 , 4 2 6 ^ { * }}$ | $\mathbf{2 , 9 4 4 , 7 6 6}$ | $\mathbf{3 , 8 1 1 , 8 9 9}$ |
| Direct votes | $\mathbf{8 , 2 8 7 , 4 5 8}$ | N/A | $\mathbf{4 2 6 , 1 4 3}$ | $\mathbf{2 0 6 , 8 2 4}$ |
| TOTAL | $\mathbf{9 0 8 , 6 2 9 , 4 0 2}$ | $\mathbf{9 , 0 8 5 , 4 2 6}$ | $\mathbf{3 , 3 7 0 , 9 0 9}$ | $\mathbf{4 , 0 1 8 , 7 2 3}$ |

*Includes $6,142,480$ votes directed to the Chairman of the Meeting

## Mark your voting card

7. To re-elect Ms Sarah Carolyn Hailes Kay to the Board of Brambles


## Item 8

## As a special resolution

"That the Brambles constitution be amended as outlined in the Explanatory Notes accompanying this Notice."

## Proxies and direct votes received

## Resolution 8

Amendments to constitution

|  | For | Discretionary | Against | Abstain |
| :--- | ---: | ---: | ---: | ---: | ---: |
| Proxy votes | $\mathbf{6 5 9 , 9 6 5 , 2 5 3}$ | $\mathbf{9 , 2 4 0 , 8 6 9 *}$ | $\mathbf{7 , 4 4 8 , 3 8 8}$ | $\mathbf{4 , 1 7 8 , 4 6 6}$ |
| Direct votes | $\mathbf{7 , 6 3 5 , 2 5 4}$ | N/A | $\mathbf{8 5 0 , 7 9 8}$ | $\mathbf{4 3 2 , 9 6 3}$ |
| TOTAL | $\mathbf{6 6 7 , 6 0 0 , 5 0 7}$ | $\mathbf{9 , 2 4 0 , 8 6 9 *}$ | $\mathbf{8 , 2 9 9 , 1 8 6}$ | $\mathbf{4 , 6 1 1 , 4 2 9}$ |

*Includes 6,293,124 votes directed to the Chairman of the Meeting

## Mark your voting card

8. Amendments to constitution

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