

# BOARD & EXECUTIVE LEADERSHIP TEAM

## BOARD OF DIRECTORS



### TONY FROGGATT NON-EXECUTIVE DIRECTOR (INDEPENDENT)

*Member of the Nominations Committee and the Remuneration Committee*

Joined Brambles as a Non-executive Director in June 2006. Currently a non-executive director of Billabong International Limited and Coca-Cola Amatil Limited. Previously, he was a non-executive director of AXA Asia Pacific Holdings Limited and was Chief Executive of Scottish & Newcastle plc from May 2003 to October 2007. Tony began his career with the Gillette Company and has held a wide range of sales, marketing and general management positions in many countries with major consumer goods companies including HJ Heinz, Diageo and Seagram. He holds a Bachelor of Law degree from Queen Mary College, London and an MBA from Columbia Business School, New York. Age 63.



### TOM GORMAN CHIEF EXECUTIVE OFFICER

*Chairman of the Executive Leadership Team*

Joined Brambles as Group President, CHEP Europe, Middle East & Africa in March 2008 and became Chief Executive Officer in November 2009. Previously, Tom had a long career with the Ford Motor Company, and served as President, Ford Australia from March 2004 until January 2008. Before joining Ford, he worked for the Bank of Boston. Tom holds a Bachelor of Arts degree in Economics & International Relations from Tufts University and an MBA with distinction from Harvard Business School. Age 51.



### GREG HAYES CHIEF FINANCIAL OFFICER

*Member of the Executive Leadership Team*

Joined Brambles as Chief Financial Officer in November 2009. Previously Greg was the Chief Executive Officer and Group Managing Director of Tenix Pty Limited, and prior to that Chief Financial Officer and later, Interim Chief Executive Officer of AGL. He has also held senior executive roles at Westfield Holdings Limited and Southcorp Limited. Greg holds a Master of Applied Finance degree from Macquarie University and a Graduate Diploma in Accounting and Bachelor degree in Arts from Flinders University. Greg is a member of the Institute of Chartered Accountants in Australia and has attended the Advanced Management Programme at Harvard Business School. Age 53.



### STEPHEN JOHNS NON-EXECUTIVE DIRECTOR (INDEPENDENT)

*Chairman of the Audit Committee and member of the Nominations Committee*

Joined Brambles as a Non-executive Director in August 2004. He is currently the Chairman of Leighton Holdings Limited and Spark Infrastructure Group and a non-executive director of the Westfield Group and John Holland Group Pty Limited. Previously Stephen had a long executive career with Westfield where he held a number of senior positions including that of Finance Director from 1985 to 2002. He has a Bachelor of Economics degree from the University of Sydney and is a Fellow of the Institute of Chartered Accountants in Australia and a Fellow of the Australian Institute of Company Directors. Age 64.



### CAROLYN KAY NON-EXECUTIVE DIRECTOR (INDEPENDENT)

*Member of the Audit Committee*

Joined Brambles as a Non-executive Director in June 2006. She is a director of Commonwealth Bank of Australia, Infrastructure New South Wales and The Sydney Institute and an External Board Member of Allens Arthur Robinson. Carolyn has had over 25 years of experience in the finance sector and worked as an executive in international finance at Morgan Stanley in London and Melbourne, JP Morgan in New York and Melbourne and as a finance lawyer at Linklaters & Paines in London. She holds Bachelor degrees in Law and Arts from the University of Melbourne and a Graduate Diploma in Management from the AGSM. Carolyn is a Fellow of the Australian Institute of Company Directors, a member of Chief Executive Women and was awarded a Centenary Medal for services to Australian society in business leadership. Age 50.



**GRAHAM KRAEHE AO NON-EXECUTIVE CHAIRMAN (INDEPENDENT)**

*Chairman of the Nominations Committee and member of the Remuneration Committee*

Rejoined the Board in December 2005, was appointed Deputy Chairman in October 2007 and Chairman in February 2008. He is currently a member of the Board of the Reserve Bank of Australia, Chairman of Bluescope Steel Limited and a director of Djerriwarrh Investments Limited. Graham was a Non-executive Director of Brambles from December 2000 until March 2004, when he retired due to commitments in his past role as Chairman of National Australia Bank Limited. He has also been the Chief Executive Officer of Pacific BBA and Southcorp Limited and a non-executive director of News Corporation. Graham has a Bachelor of Economics degree from Adelaide University. He is an Officer of the Order of Australia. Age 68.



**LUKE MAYHEW NON-EXECUTIVE DIRECTOR (INDEPENDENT)**

*Chairman of the Remuneration Committee*

Joined Brambles as a Non-executive Director in August 2005. Luke is a non-executive director of InterContinental Hotels Group plc. He was a non-executive director of WH Smith plc until August 2010 and retired as Chairman of Pets at Home Group Limited in March 2010, after the business was sold to private equity. Luke was Managing Director of John Lewis, the UK's leading department store business, from 2000 to 2004 and Director of Research and Expansion at John Lewis Partnership plc, which also includes the Waitrose supermarket business, from 1992 to 2000. He previously held senior positions at Thomas Cook and British Airways and was Chief Executive of Shandwick's European business. He has a Bachelor of Arts (Honours) degree from Oxford University and a Master of Economics degree from the University of London. Luke is the Chairman of the British Retail Consortium. Age 58.



**BRIAN SCHWARTZ AM NON-EXECUTIVE DIRECTOR (INDEPENDENT)**

*Member of the Audit Committee*

Joined Brambles as a Non-executive Director in March 2009. Currently Chairman and non-executive director of Insurance Australia Group Limited and Deputy Chairman of the Westfield Group. He is also Deputy Chairman of Football Federation Australia. In March 2009 he retired as CEO of Investec Bank (Australia) Limited. Having joined Ernst & Young in 1979, Brian became a partner in 1985. From 1998 to 2004 he was CEO of Ernst & Young Australia and a member of the Ernst & Young Global Executive Board. Brian is a Fellow of the Institute of Chartered Accountants in Australia and a Fellow of the Australian Institute of Company Directors. He is a Member of the Order of Australia. Age 58.

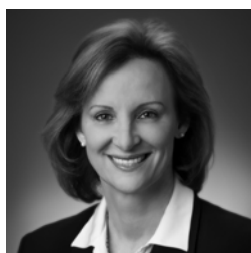
**EXECUTIVE LEADERSHIP TEAM**

**TOM GORMAN CHIEF EXECUTIVE OFFICER**

See biography under Board of Directors

**GREG HAYES CHIEF FINANCIAL OFFICER**

See biography under Board of Directors



**JEAN HOLLEY CHIEF INFORMATION OFFICER**

Appointed August 2011 and assumes her role in September 2011. Joined Brambles from telecommunications services company Tellabs Inc, where she was Executive Vice President & Chief Information Officer. Previously, she held roles including Vice President & Chief Information Officer at building materials group USG Corporation and senior information technology and information systems roles at environmental services company Waste Management Inc. Jean is also a member of the board of directors for VASCO Data Security International, Inc. She has a Master of Science degree in Computer Science & Engineering from the Illinois Institute of Technology and a Bachelor of Science degree in Computer Science & Electrical Engineering from the Missouri University of Science & Technology. Age 52.



**JASPER JUDD GROUP SENIOR VICE PRESIDENT & HEAD OF INNOVATION**

Joined Brambles in 2002. Prior to his appointment as Group Senior Vice President & Head of Innovation in March 2010, he served as Group Senior Vice President, Strategic Development for two years. Other previous roles were Acting Chief Financial Officer; Group Financial Controller; Interim Senior Vice President & Chief Financial Officer, CHEP Europe; and General Manager, Finance and Administration. Before joining Brambles, he was Chief Financial Officer of Brainspark and held senior financial positions at a number of other companies including Booker. Jasper is a member of the Institute of Chartered Accountants in England and Wales and graduated from Cambridge University with a Master of Arts. Age 50.

## BOARD & EXECUTIVE LEADERSHIP TEAM - CONTINUED



### **PETER MACKIE GROUP PRESIDENT, CHEP ASIA-PACIFIC**

Will become Group President, CHEP Americas, effective October 2011, having been Group President, CHEP Asia-Pacific since May 2010 and Acting Group President, CHEP Europe, Middle East & Africa from November 2009 to April 2010. Previously, Peter held the positions of President, CHEP Europe; Senior Vice President, Customer Service, CHEP Europe; Vice President, Strategy, CHEP Europe; and Managing Director, CHEP UK & Ireland. Before joining CHEP in 2001, Peter held senior roles with Boots and The BOC Group. Peter is a qualified chartered engineer and has an MBA from London Business School. Age 45.



### **KARL POHLER, CHIEF EXECUTIVE OFFICER, IFCO**

Will become Group President, RPCs, effective October 2011, having been CEO, IFCO Systems, which Brambles acquired in March 2011, since August 2005. Was an executive member and CEO of the board of directors of IFCO from December 2000. Prior to joining IFCO, he was Chairman of the Board of Management of Computer 2000 AG, and, at the same time, European president of Computer 2000/Tech Data Corp. From 1997 to 1999, he served as CEO of Sony Deutschland GmbH. From 1993 to 1996, he chaired the Board of Management of Computer 2000 Deutschland GmbH. From 1980 to 1992, he was active in executive management functions for Digital Equipment GmbH. Karl started his career in Germany as a licensed banker and undertook his management education with a major German banking institution. Age 57.



### **ELTON POTTS GROUP PRESIDENT & CHIEF OPERATING OFFICER, RECALL**

Became President and Chief Operating Officer of Recall in April 2007, having been appointed Chief Operating Officer of Recall in December 2006. He joined Brambles in 2002 as Vice President, Controller for CHEP USA, becoming Vice President, Asset Management for CHEP USA in the same year and Senior Vice President, Asset Management for CHEP USA in 2003. Before joining Brambles, Elton held various operations and finance roles with Owens-Corning and Newell Rubbermaid. He holds a Bachelor degree in Financial Management from Clemson University and an MBA from Capital University. Age 47.



### **NICK SMITH GROUP SENIOR VICE PRESIDENT, HUMAN RESOURCES**

Joined Brambles in November 2007. Previously, he was Group Human Resources Director for Inchcape, the international automotive retail group. Prior to this Nick spent a number of years in the telecommunications industry, firstly with British Telecom and then with Cable & Wireless. During this period, Nick spent three years working for Cable & Wireless Optus in Australia, where he was Human Resources Director. He has also worked for KPMG and Macquarie Bank. Nick is a qualified management accountant, has a Bachelor of Science (Economics) degree in International Politics and an MBA. Age 50.



### **KEVIN SHUBA GROUP SENIOR VICE PRESIDENT & CUSTOMER DEVELOPMENT OFFICER**

Will become Group Senior Vice President, Containers Americas effective October 2011. Served as President, CHEP USA from November 2006 until his appointment as Group President, CHEP Americas in February 2008. Appointed Group Senior Vice President & Customer Development Officer in January 2010. Previous roles at CHEP since 1996 include Senior Vice President, New Business Development and Senior Vice President, Sales & Business Development. Before CHEP, he worked for insurance company Mason-McBride from 1994 to 1996 and Baxter Healthcare Corporation from 1987 to 1994. Kevin attended the United States Military Academy at West Point, graduating in 1981 with a Bachelor of Science degree in Engineering. He served in various command and staff positions in the United States Army from 1981 to 1986. Age 52.



### **DOLPH WESTERBOS GROUP PRESIDENT, CHEP EMEA**

Will become Group President, CHEP EMEA & Asia-Pacific effective October 2011. Joined Brambles in April 2010 as Group President, CHEP Europe, Middle East & Africa (EMEA). Prior to joining Brambles, held executive positions at Dell, most recently as Vice President, Solutions & Services, EMEA, including responsibility for Dell's services, software and data centre business across more than 50 countries. Before joining Dell, Dolph was President, EMEA and Senior Vice President, Asia, for ModusLink, a global provider of supply chain, IT and business process outsourcing services to technology companies. He has a Masters degree in Management from the Graduate School of Business at Stanford University. Age 47.