# Annual General Meeting

10 November 2011



Graham Kraehe AO Chairman



# Key areas of focus

- Delivering our near-term objectives
- Making ongoing investments in our future
- Implementing our long-term strategic plan



# Delivering on our near-term objectives

- FY11 financial performance in line with our expectations
- Sales revenue and profit up
  - Driven by IFCO acquisition and new business wins
  - Sales revenue up 13% to US\$4.7 billion
  - Operating profit up 12% to US\$809 million
  - Underlying profit up 17% to US\$857 million (up 12% at constant currency)
- Dividends up 1 Australian cent to 26 Australian cents



# Investing in our future

- Investment in business development and innovation
- Acquisitions to complement organic growth strategy
- IFCO acquisition positions Brambles as leading global provider of reusable crates to fresh produce sector
  - Complements position in pallet pooling
  - Growth prospects strong



# Implementing our long-term strategic plan

- Board actively involved in strategy development
- Straightforward strategy to grow into more customer segments
  - Diversification of product and service
  - Expansion into under-penetrated and new geographies
- Includes investment in RPCs, containers and emerging markets
- Management now focused on implementation



# Single focus on pooling solutions

- Intention to divest Recall information management business
- Preparation for sale well-advanced
- Indicative interest from private-equity and strategic buyers high
- Intention to launch formal sale process by end of November
  - Pending continuation of sufficient stability in international debt markets
- Proceeds provide financial flexibility



# Sustainability and safety

- Key sustainability topics matrix as part of annual report
- Review of sustainability strategy complete
- Committed to goal of Zero Harm
- Continued rollout of three-year safety strategy
- FY11 safety performance exceeded 15% improvement target



# Corporate governance

- Board meetings in key operating regions
- John Mullen resigned February 2011 to take executive position
- Well-advanced in international search for new Non-executive Directors
- Will enhance diversity and breadth of supply-chain logistics expertise
- Tony Froggatt retires by rotation and stands for re-election
- Continued focus on talent development and succession planning



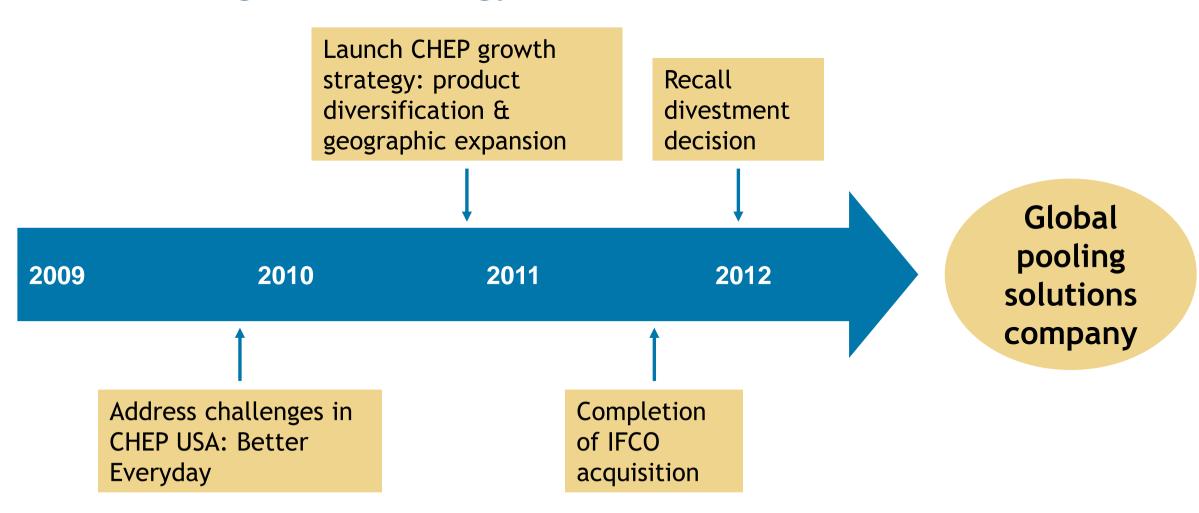
#### Conclusion

- Brambles in a position of strength
- Strategy allowing continued to deliver sales growth
- On track to deliver FY12 Underlying profit within guidance range of US\$1,040 million to US\$1,100 million<sup>1</sup>, at 30 June 2011 FX rates

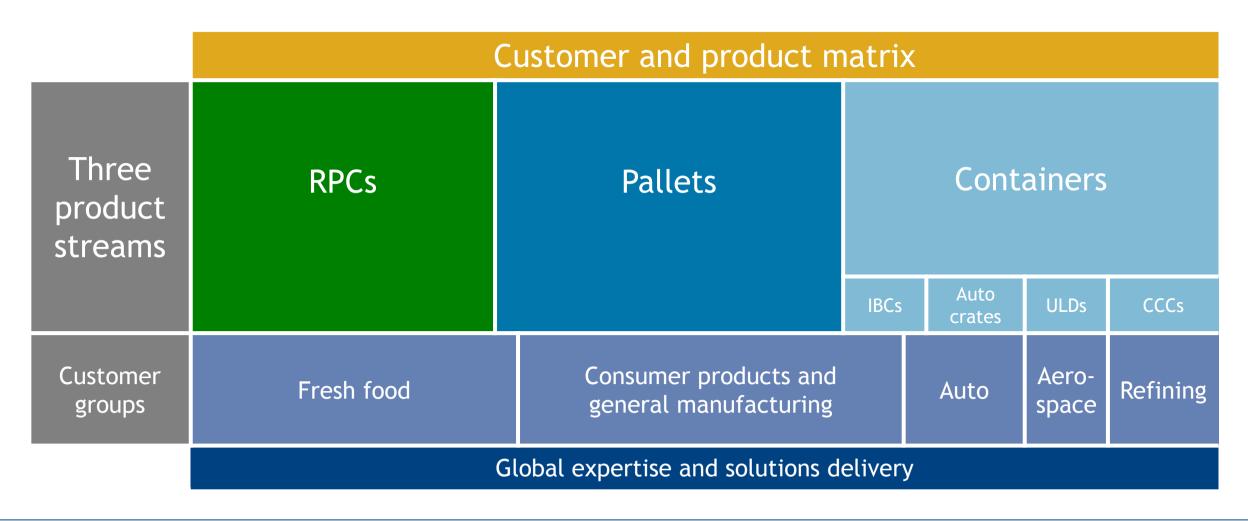
Tom Gorman Chief Executive Officer



# **Delivering our strategy**



# Global pooling solutions company





# Strategic momentum: Pallets

- Integration of IFCO Pallet Management Services in USA
- Continued rollout of Total Account Management in CHEP USA
- Expansion into under-penetrated regions of Western Europe
- Growth in under-penetrated regions
- Customer wins in FY12 to date include Waitrose, Home Retail Group, Lactalis, Nivea, Casbega



# Strategic momentum: RPCs

- Combination of IFCO and CHEP RPC businesses under IFCO leadership
- RPCs now 13% of annualised sales revenue, up from 4%
- Sales revenue expected to grow at least 15% per year in FY12 and FY13
- Strong trend for retailer adoption in developed markets
- Expansion into emerging markets: Latin America, Central & Eastern Europe
- Innovative products gaining traction with major retailers



## Strategic momentum: Containers

- Automotive
  - Establishment of business in USA: Bobcat and other contracts
  - Continued expansion in China: new Mazda 3 with CFAM
- Aerospace
  - Small acquisitions provide repair network to support pooling operation
  - Consolidation under CHEP Aerospace Solutions brand
- Bulk goods
  - Strong growth for CAPS: key FY12 contracts with Unilever, Dr Pepper Snapple
- Combined sales revenue to double in both FY12 and FY13 in growth focus areas



# Strategic momentum: emerging markets

- Latin America, Central & Eastern Europe, Middle East & Africa, Asia
- Particular opportunity for Pallets segment
- Expect sales revenue growth of at least 15% in each of FY12 and FY13
- Recent expansion into seven new Central & Eastern European countries
- Colgate-Palmolive contract in Turkey
- Key customer wins in Latin America in FY12 to date: PepsiCo, La Costeña, Unilever, Danone



# Strong growth drivers

- Principle sources of sales growth not reliant on economic recovery
  - Expansion in under-served or unserved segments
  - New business wins from expanding existing products, services and geographies
- Key advantage for Brambles at time of subdued economic conditions
- Organic growth capex over FY12 and FY13 of US\$550 million for specific growth projects in addition to normal capex



# Recall divestment process

- Recall a strong business but pooling more appealing
- Proceeds will support initiatives with 20%-plus return on capital profile
- Regardless of sale timing, we have sufficient funds to support growth



#### Conclusion

- Trading update: continued growth despite challenging economic conditions
- Sales revenue of US\$1.4 billion, up 32% (up 27% at constant currency)
  - Up 9% excluding acquisitions (up 4% at constant currency)
- Main drivers: IFCO acquisition and new business growth in emerging markets
- CHEP, IFCO and Recall operating brands performing strongly
- Enviable market positions, customer relationships and intellectual property
- Strong financial position to support growth plans

# Annual General Meeting

10 November 2011



Luke Mayhew
Chairman of the
Remuneration
Committee





## **Executive Remuneration Policy**

#### Objectives:

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

#### **Executive Director remuneration structure**

At risk remuneration (67%) Fixed remuneration (33%) Salary Superannuation, car, healthcare, etc At risk LTI shares (37%) Vesting over three years; At risk Fixed salary performance hurdles for shares **ITI** shares related to TSR and sales revenue/BVA At risk At risk At risk STI shares (15%) STI cash STI shares Deferred for three years to At risk cash (15%) provide retention and ensure Annual cash bonus, based on continued alignment with achieving BVA, NPAT, cash flow and shareholders personal objectives



#### Remuneration outcomes and decisions

- Modest salary increases for senior executives and Non-executive Directors for the 2011 financial year
- Short-term bonus and deferred share awards reflected company performance
- Long-term incentives vested at 29% in the 2011 financial year



# Remuneration Policy - proposed changes

- 1. Providing the Board discretion to "claw back" unvested share awards in the event of serious misconduct
- 2. Change in vesting period for STI awards from three years to two years
- 3. Bringing "good leaver" provisions into line with market practice



# MyShare - further progress

- 25% of employees in 25 countries have elected to participate
- First matching shares allocated in March 2011
- 10 new countries will be included in 2012
- Proposed change: flexibility, on occasion, to increase the ratio of matching to acquired shares

# Annual General Meeting

10 November 2011





# How to ask a question

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

# Annual General Meeting

10 November 2011



# **Voting procedure**

### **Brambles**

Please mark the appropriate box below. different ways, the number of votes should	Where vo		
boxes	For	Against	Abstain
Resolution 2 Fo adopt the Remuneration Report			
Resolution 3			
Fo re-elect Mr Anthony Grant Froggatt to the Board of Brambles			
Resolution 4			
Amendments to the Brambles			
2006 Performance Share Plan	Ш	Ш	
Resolution 5			
Amendments to the Brambles			
MyShare Plan			
Resolution 6			
To approve participation by Mr Thomas Joseph Gorman in the amended			
Performance Share Plan			
Resolution 7			
To approve participation by Mr Gregory			
John Hayes in the amended Performance Share Plan	ш		
Resolution 8 To approve participation by Mr Thomas			
Joseph Gorman in the amended MyShare			
Plan			
Resolution 9			
To approve participation by Mr Gregory John Hayes in the amended MyShare Plan			



#### Item 1

To consider and receive the Financial Report, Directors' Report and Auditors' Report for Brambles and the Group for the year ended 30 June 2011.



#### Item 2

"To adopt the Remuneration Report for Brambles and the Group for the year ended 30 June 2011."



#### Proxies and direct votes received

#### Resolution 2

To adopt the Remuneration Report

	For	Discretionary	Against	Abstain
Proxy votes	1,069,977,612*	1,894,173	5,760,524	2,075,031
Direct votes	6,870,864	N/A	2,152,628	243,350
TOTAL	1,076,848,476	1,894,173	7,913,152	2,318,381

<sup>\*</sup>Includes 3,076,055 votes directed to the Chairman and deemed to be voted in favour of resolution 2

# Mark your voting card

Resolution 2

To adopt the Remuneration Report

For Agains	t	Abst	ain				
POLL VOTING  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 Against Abstain							
Resolution 2 To adopt the Remuneration Report							
	ш	ш					
Resolution 3 To re-elect Mr Anthony Grant Froggatt to the Board of Brambles							
Resolution 4 Amendments to the Brambles 2006 Performance Share Plan							
Resolution 5 Amendments to the Brambles MyShare Plan							
Resolution 6 To approve participation by Mr Thomas Joseph Gorman in the amended Performance Share Plan							
Resolution 7 To approve participation by Mr Gregory John Hayes in the amended Performance Share Plan							
Resolution 8 To approve participation by Mr Thomas Joseph Gorman in the amended MyShare Plan							
Resolution 9 To approve participation by Mr Gregory John Hayes in the amended MyShare Plan							

Re-election of Mr Anthony Grant Froggatt





#### As an ordinary resolution

"That Mr Anthony Grant Froggatt be re-elected to the Board of Brambles."



#### Resolution 3

To re-elect Mr Anthony Grant Froggatt to the Board of Brambles

	For	Discretionary	Against	Abstain
Proxy votes	1,069,844,403	5,059,035*	1,016,082	3,908,402
Direct votes	8,699,826	N/A	374,822	141,813
TOTAL	1,078,544,229	5,059,035*	1,390,904	4,050,215

<sup>\*</sup>Includes 3,121,272 votes directed to the Chairman

# Mark your voting card

#### Resolution 3

To re-elect Mr Anthony Grant Froggatt to the Board of Brambles

For Agains	st	Abs	tain
POLL VOT Please mark the appropriate box below, different ways, the number of votes shoul	Where		
Resolution 2 To adopt the Remuneration Report	For	Against	Abstain
Resolution 3 To re-elect Mr Anthony Grant Froggatt to the Bloard of Brambles.			
Resolution 4 Amendments to the Brambles 2006 Performance Share Plan			
Resolution 5 Amendments to the Brambles MyShare Plan			
Resolution 6 To approve participation by Mr Thomas Joseph Gorman in the amended Performance Share Plan			
Resolution 7 To approve participation by Mr Gregory John Hayes in the amended Performance Share Plan			
Resolution 8 To approve participation by Mr Thomas Joseph Gorman in the amended MyShare Plan			
Resolution 9 To approve participation by Mr-Gregory John Hayes in the amended MyShare Plan			

# Amendments to Share Plans



#### As an ordinary resolution

"That the Brambles Limited 2006 Performance Share Plan, as amended in the manner described in the Explanatory Notes accompanying this Notice of Meeting (the Amended Performance Share Plan), and the issue of shares under the Amended Performance Share Plan, be approved for all purposes, including for the purpose of Australian Securities Exchange Listing Rule 7.2, exception 9."



#### Resolution 4

Amendments to the Brambles 2006 Performance Share Plan

	For	Discretionary	Against	Abstain
Proxy votes	1,066,774,628	5,002,726*	3,983,640	4,066,928
Direct votes	6,994,092	N/A	2,081,751	191,544
TOTAL	1,073,768,720	5,002,726*	6,065,391	4,258,472

<sup>\*</sup>Includes 3,082,953 votes directed to the Chairman

# Mark your voting card

#### Resolution 4

Amendments to the Brambles 2006 Performance Share Plan

For	Agains	st	Abs	tain
	POLL VOT ppropriats box below, number of votes shou	Where v		
Resolution 2 To adopt the Remune		For	Against	Abstain
Resolution 3 To re-elect Mr Anthon the Board of Brambles				
Resolution 4 Amendments to the Bi 2006 Performance Sh				
Resolution 5 Amendments to the Br MyShare Plan	rambles			
Resolution 6 To approve participation Joseph Gorman in the Performance Share Po	amended			
Resolution 7 To approve participati John Hayes in the am Performance Share P	ended			
Resolution 8 To approve participati Joseph Gorman in the Plan				
Resolution 9 To approve participate John Hayes in the am				



#### As an ordinary resolution

"That the Brambles Limited MyShare Plan, as amended in the manner described in the Explanatory Notes accompanying this Notice of Meeting (the **Amended MyShare Plan**), and the issue of shares under the Amended MyShare Plan, be approved for all purposes, including for the purpose of Australian Securities Exchange Listing Rule 7.2, exception 9."



#### Resolution 5

Amendments to the Brambles MyShare Plan

	For	Discretionary	Against	Abstain
Proxy votes	1,065,080,619	5,013,283*	5,653,258	4,080,762
Direct votes	7,222,752	N/A	1,858,006	187,996
TOTAL	1,072,303,371	5,013,283*	7,511,264	4,268,758

<sup>\*</sup>Includes 3,089,820 votes directed to the Chairman

# Mark your voting card

Resolution 5

Amendments to the Brambles MyShare Plan

For	Agains	st	Abs	tain
	POLL VOT	Where v		
Resolution 2 To adopt the Remune	27.73	For	Against	Abstain
Resolution 3 To re-elect Mr Anthon the Board of Brambles				
Resolution 4 Amendments to the Br 2006 Performance Sh				
Resolution 5 Amendments to the Br MyShare Plan	rambles			
Resolution 6 To approve participation Joseph Gorman in the Performance Share Pr	amended			
Resolution 7 To approve participati John Hayes in the am Performance Share P	ended			
Resolution 8 To approve participati Joseph Gorman in the Plan				
Resolution 9 To approve participati John Hayes in the am				

Participation of Executive Directors in Amended Performance Share Plan



#### As an ordinary resolution

"That the participation by Mr Thomas Joseph Gorman until 10 November 2014 in the Amended Performance Share Plan in the manner set out in the Explanatory Notes accompanying this Notice of Meeting, be approved for all purposes, including for the purpose of Australian Securities Exchange Listing Rule 10.14."



#### Resolution 6

To approve participation by Mr Thomas Joseph Gorman in the Amended Performance Share Plan

	For	Discretionary	Against	Abstain
Proxy votes	1,064,584,112	5,154,693*	6,159,295	3,929,822
Direct votes	6,712,919	N/A	2,252,818	208,753
TOTAL	1,071,297,031	5,154,693*	8,412,113	4,138,575

<sup>\*</sup>Includes 3,235,926 votes directed to the Chairman

# Mark your voting card

#### Resolution 6

To approve participation by Mr Thomas Joseph Gorman in the Amended Performance Share Plan

For	Again	st	Abs	stain
		]		
Please mark the app different ways, the no	POLL VOT	Where vo	otes are to b sed in the ap	e cast in opropriate
Resolution 2 To adopt the Remunera	2.7.32071	For	Against	Abstain
Resolution 3 To re-elect Mr Anthony the Board of Brambles	Grant Froggatt to			
Resolution 4 Amendments to the Bra 2006 Performance Shar				
Resolution 5 Amendments to the Bra MyShare Plan	mbles			
Resolution 6 To approve participation Joseph Gorman in the a Performance Share Pla	amended			
Resolution 7 To approve participation John Hayes in the amer Performance Share Pla	nded			
Resolution 8 To approve participation Joseph Gorman in the a				
Resolution 9 To approve participation John Hayes in the amer				



#### As an ordinary resolution

"That the participation by Mr Gregory John Hayes until 10 November 2014 in the Amended Performance Share Plan in the manner set out in the Explanatory Notes accompanying this Notice of Meeting, be approved for all purposes, including for the purpose of Australian Securities Exchange Listing Rule 10.14."



#### Resolution 7

To approve participation by Mr Gregory John Hayes in the Amended Performance Share Plan

	For	Discretionary	Against	Abstain
Proxy votes	1,064,573,458	5,149,958*	6,165,660	3,938,846
Direct votes	6,687,670	N/A	2,269,117	217,723
TOTAL	1,071,261,128	5,149,958*	8,434,777	4,156,569

<sup>\*</sup>Includes 3,231,191 votes directed to the Chairman

# Mark your voting card

#### Resolution 7

To approve participation by Mr Gregory John Hayes in the Amended Performance Share Plan

For	Agains	st	Abs	tain
Please mark the apprint		Where wild be man	ked in the a	ppropriate
Resolution 2		For	Against	Abstain
To adopt the Remunerati	on Report			
Resolution 3 To re-elect Mr Anthony G the Board of Brambles	Frant Froggatt to			
Resolution 4		10000		- T
Amendments to the Bran 2006 Performance Share	(100 ) (100 pt )			
Resolution 5 Amendments to the Bran MyShare Plan	nbles			
Resolution 6 To approve participation Joseph Gorman in the an Performance Share Plan	nended			
Resolution 7 To approve participation John Hayes in the amend Performance Share Plan	ded			
Resolution 8 To approve participation Joseph Gorman in the ar				
Resolution 9 To approve participation John Hayes in the amen				

Participation of Executive Directors in Amended MyShare Plan



#### As an ordinary resolution

"That the participation by Mr Thomas Joseph Gorman until 10 November 2014 in the Amended MyShare Plan in the manner set out in the Explanatory Notes accompanying this Notice of Meeting, be approved for all purposes, including for the purpose of Australian Securities Exchange Listing Rule 10.14."



#### **Resolution 8**

To approve participation by Mr Thomas Joseph Gorman in the Amended MyShare Plan

	For	Discretionary	Against	Abstain
Proxy votes	1,064,171,625	5,158,459*	6,532,318	3,965,520
Direct votes	6,778,546	N/A	2,177,859	218,085
TOTAL	1,070,950,171	5,158,459*	8,710,177	4,183,605

<sup>\*</sup>Includes 3,239,692 votes directed to the Chairman

# Mark your voting card

#### **Resolution 8**

To approve participation by Mr Thomas Joseph Gorman in the Amended Performance Share Plan

For	Agains	st	Abs	tain
Please mark the apprint	POLL VOT ropriata box below, nber of votes shoul	Where v	votes are to b	oe cast in
Resolution 2		For	Against	Abstain
To adopt the Remunerati	on Report			
Resolution 3 To re-elect Mr Anthony G the Bloard of Brambles	irent Froggett to			
Resolution 4 Amendments to the Bran 2006 Performance Share				
Resolution 5 Amendments to the Bran MyShare Plan	nbles			
Resolution 6 To approve participation Joseph Gorman in the an Performance Share Plan	nended			
Resolution 7 To approve participation John Hayes in the ameno Performance Share Plan	ded			
Resolution 8 To approve participation Joseph Gorman in the ar Plan				
Resolution 9 To approve participation John Hayes in the amen				



#### As an ordinary resolution

"That the participation by Mr Gregory John Hayes until 10 November 2014 in the Amended MyShare Plan in the manner set out in the Explanatory Notes accompanying this Notice of Meeting, be approved for all purposes, including for the purpose of Australian Securities Exchange Listing Rule 10.14."



#### **Resolution 9**

To approve participation by Mr Gregory John Hayes in the Amended MyShare Plan

	For	Discretionary	Against	Abstain
Proxy votes	1,064,169,653	5,161,721*	6,526,549	3,969,999
Direct votes	6,778,453	N/A	2,152,098	214,985
TOTAL	1,070,948,106	5,161,721*	8,678,647	4,184,984

<sup>\*</sup>Includes 3,242,954 votes directed to the Chairman

# Mark your voting card

#### **Resolution 9**

To approve participation by Mr Gregory John Hayes in the Amended MyShare Plan

For	Agains	st	Abs	stain
Please mark the appro		/here vot be mark	ed in the ap	propriate
Resolution 2		For	Against	Abstain
To adopt the Remuneration	Report			Ш
Resolution 3 To re-elect Mr Anthony Gra the Board of Brambles	ant Froggatt to			
Resolution 4	100		A 200	
Amendments to the Bramb 2006 Performance Share F				
Resolution 5				
Amendments to the Bramb MyShare Plan	iles		Ш	Ш
Resolution 6				
To approve participation by Joseph Gorman in the ame Performance Share Plan				
Resolution 7				
To approve participation by John Hayes in the amende Performance Share Plan			П	
Resolution 8 To approve participation by Joseph Gorman in the arm Plan	y Mr Thomas anded MyShare			
Resolution 9 To approve participation by John Hayes in the amende				

# Annual General Meeting

10 November 2011





# Please deposit voting cards at exit



# The poll has now closed

# Disclosure statement

The release, publication or distribution of this presentation in certain jurisdictions may be restricted by law and therefore persons in such jurisdictions into which this presentation is released, published or distributed should inform themselves about and observe such restrictions.

This presentation does not constitute, or form part of, an offer to sell or the solicitation of an offer to subscribe for or buy any securities, nor the solicitation of any vote or approval in any jurisdiction, nor shall there be any sale, issue or transfer of the securities referred to in this presentation in any jurisdiction in contravention of applicable law.

Persons needing advice should consult their stockbroker, bank manager, solicitor, accountant or other independent financial advisor. Certain statements made in this presentation are forward-looking statements.

These forward-looking statements are not historical facts but rather are based on Brambles' current expectations, estimates and projections about the industry in which Brambles operates, and beliefs and assumptions.

Words such as "anticipates," "expects," "intends," "plans," "believes," "seeks," "estimates," and similar expressions are intended to identify forward-looking statements.

These statements are not guarantees of future performance and are subject to known and unknown risks, uncertainties and other factors, some of which are beyond the control of Brambles, are difficult to predict and could cause actual results to differ materially from those expressed or forecasted in the forward-looking statements.

Brambles cautions shareholders and prospective shareholders not to place undue reliance on these forward-looking statements, which reflect the view of Brambles only as of the date of this presentation.

The forward-looking statements made in this presentation relate only to events as of the date on which the statements are made.

Brambles will not undertake any obligation to release publicly any revisions or updates to these forward-looking statements to reflect events, circumstances or unanticipated events occurring after the date of this presentation except as required by law or by any appropriate regulatory authority.