

Brambles 2024 AGM Report

ASX code	BXB
Meeting date	Thursday, 24 October 2024
Type of meeting	Physical with questions available online
Monitor	Roger Ashley assisted by Thivyan Aravindan
Pre AGM-meeting	Yes with Chair John Mullen, Chair Remuneration Committee Scott Perkins and Director Investor Relations Suk Hee Lee

Meeting Statistics

Number of holdings represented by ASA	175
Number of shares represented by ASA	679,584
Value of shares represented by ASA	\$12.4m
Total number attending meeting	24 shareholders, 4 proxies representing 179 shareholders, and representatives of 9 corporate shareholders attending in person.
Market capitalisation	\$25.5 billion
ASA open proxies voted	>655,840 on a poll. ASA voted in favour of all the resolutions

A quiescent gathering

The Chairman and the CEO's presentation to the meeting may be accessed online [here](#) and a webcast of the meeting [here](#).

In his address the Chairman said that the company expected to maintain future Group Return on Capital Invested in excess of 20% and to lift the future dividend payout ratio to 50-70% of underlying profits after finance and tax. He also addressed board renewal with two new directors joining the board to replace retirements during the year.

The CEO outlined in some detail specific innovations that have contributed to increases in efficiency and productivity and have placed the company in an advantageous position by comparison with others in the industry. Although the first quarter results were relatively flat, he noted that new business trends indicated that guidance would be achieved in the coming year.

The meeting, although well attended, was marked by a lack of questions from attendees. Apart from the ASA representative there was only a single question from the floor and none from online participants.

We commended the company's performance post Covid driven by the "Shaping Our Future" program which has applied digital technology to enhancing the customer value proposition and competitive advantage. We also noted the strides made to achieving Scope 1 and 2 emission reductions that are expected to be zero in 2025 with a target of zero Scope 3 emissions by 2040.

Following other ASA observations, we asked the Chairman to address his workload which currently includes three listed chairmanships including that of high-profile Qantas which has had a number of well publicised issues to deal with in recent times. In response he said he had anticipated this

question and reiterated that he was committed to reducing his workload in the coming year but that it was too early to provide any specific detail.

The other question from the floor sought information on the steps the company was taking to ensure that workplace bullying was identified and dealt with. The Chairman identified an independent hotline and the use of surveys to deal with bullying and that the company was well served in this mission.

On remuneration we addressed two major concerns: the quantum of short-term incentives which, at maximum opportunity reach nearly twice fixed remuneration and include unquantified personal objectives. We also reiterated our wish to see the long-term incentive period extended to four years. The response was that, with less than 10% of revenues generated in Australia, benchmarking must take into account the environment in the US and the UK where total remuneration is at levels above those prevailing in Australia and where variable compensation was described as being “a bit light on” compared to Australia.

We voted in favour of all resolutions which predominantly referred to remuneration (refer [voting intention report](#)) all of which were passed by a majority in excess of 95%.

Although we did not determine this from the AGM Notice of Meeting, the previous hybrid meeting format was not followed this year. This is a retrograde step that will be addressed with the company next year.

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