

Short-term incentives: Payment that can vary depending on the company's performance. Can include deferred bonuses.

Long-term incentives: The value given by the company of any equity-based rewards during the year.

Total remuneration: Deferred bonuses are included where the company reported them in the total remuneration column in its annual report.

*paid in \$US ^paid in £
^^paid in \$NZ #paid in \$S

Equity ownership

Direct/indirect shares: Total share ownership, either direct or indirect.

TSR: Total shareholder return on \$1000 between July 1, 2007 and June 30, 2008, which includes price change, dividends and capital reconstruction.

The AFR has universally used the total figure provided by each company for its year-on-year comparisons.

Explanations of big changes in total pay are provided in the accompanying notes on page 12.

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Company	Name	Base salary	Super-annuation	Retirement benefits	Other	Total remuneration not inc bonuses	Short-term incentives	Fixed pay plus STI	Long-term incentives	Total remuneration	Change %	Direct/indirect shares	Total shareholder return %
ASX	R Elstone	1,486,871	13,129	0	11,281	1,511,281	1,020,000	2,531,281	528,078	3,059,359	54.4	134,000	-32.8
Village Roadshow	J Kirby	1,829,864	100,000	0	162,956	2,092,820	916,088	3,008,908	0	3,008,908	21.3	77,517,432	-26.6
Dexus Property	V Antink	1,100,000	100,000	0	0	1,200,000	900,000	2,100,000	900,000	3,000,000	36.4	0	-24.8
AMP	C Dunn	879,000	214,000	0	0	1,093,000	1,155,000	2,248,000	738,000	2,986,000	2.0	441,570	-30.3
Bendigo & Adelaide Bank	R Hunt	964,402	248,828	0	308,226	1,521,456	726,000	2,247,456	672,478	2,919,934	12.0	348,734	-24.6
Clough	J Smith	1,087,060	98,588	0	484,451	1,670,099	859,798	2,529,897	366,918	2,896,815	n/a	3,000,000	49.1
Mintails	B Frost	450,000	0	0	0	450,000	0	450,000	2,429,461	2,879,461	305	19,854,337	-60.5
Straits Resources	M Jervovic	827,000	103,000	0	730,000	1,660,000	0	1,660,000	1,175,000	2,835,000	145	4,204,667	50.4
Lihir Gold*	A Hood	1,123,813	69,418	0	26,576	1,219,807	402,791	1,622,598	1,201,077	2,823,675	155	353,704	9.6
Panoramic Resources	P Harold	517,203	62,064	0	9,976	589,243	1,250,000	1,839,243	976,552	2,815,795	175	3,640,785	1.5
Mirvac Group	G Paramor	1,804,062	96,718	0	32,985	1,933,765	0	1,933,765	878,287	2,812,052	26.0	5,755,654	-44.1
Nufarm	D Rathbone	1,124,760	15,286	0	37,587	1,177,633	1,525,244	2,702,877	105,538	2,808,415	32.4	25,912,610	17.4
Minara Resources	P Johnston	1,622,981	101,019	0	53,900	1,777,900	450,000	2,227,900	536,760	2,764,660	37.4	1,000,000	-52.4
Australasian Resources	A Caruso	300,007	27,000	0	6,465	333,472	0	333,472	2,426,133	2,759,605	n/c	680	0.3
Beach Petroleum	R Nelson	917,431	128,808	0	26,354	1,072,593	513,761	1,586,354	1,168,041	2,754,395	-28.0	2,301,903	-5.2
Bank of Queensland	D Liddy	982,972	13,197	0	39,312	1,035,481	1,000,000	2,035,481	683,895	2,719,376	-8.5	1,616,565	-22.0
Singapore Telecomm.#	S Chua	871,585	7,183	0	53,875	932,642	1,773,486	2,706,128	0	2,706,128	n/a	18,277,775	11.3
Billabong	D O'Neill	1,082,000	13,000	0	13,000	1,108,000	1,100,000	2,208,000	435,000	2,643,000	10.3	1,026,821	-37.4
Gindalbie Metals	G Dixon	504,587	45,413	0	2,071	552,071	100,000	652,071	1,977,660	2,629,731	808.1	710,000	40.9
Adelaide Brighton	M Chellew	1,112,102	12,908	0	0	1,125,010	990,000	2,115,010	507,997	2,623,007	37.2	440,149	7.7
Incitec Pivot	J Segal	962,000	13,000	0	91,000	1,066,000	1,000,000	2,066,000	552,000	2,618,000	46.3	88,641	14.1
Fairfax Media	D Kirk	1,650,038	50,000	0	13,918	1,713,956	864,960	2,578,916	0	2,578,916	-2.3	371,280	-34.7
Bannerman Resources	P Batten	224,583	23,928	0	0	248,511	0	248,511	2,288,374	2,536,885	1422.1	9,802,651	-16.7
CSR	J Maycock	1,225,000	0	0	11,520	1,236,520	796,250	2,032,770	490,000	2,522,770	n/c	310,917	-25.9
Cabcharge	R Rernode	1,702,496	0	0	47,504	1,750,000	750,000	2,500,000	0	2,500,000	15.7	1,100,000	-31.8
Macmahon Holdings	N Bowen	1,042,820	50,787	0	11,393	1,105,000	803,801	1,908,801	560,085	2,468,886	8.9	10,532,829	32.4
Queensland Gas	R Cottee	810,576	71,158	0	35,102	916,836	641,250	1,558,086	909,252	2,467,338	-39.5	6,106,537	91.7
JB Hi-Fi	R Uechtritz	907,207	99,793	0	35,000	1,042,000	1,050,000	2,092,000	374,456	2,466,456	27.4	3,115,000	-1.9
Reece Australia	L Wilson	1,331,658	100,000	0	62,342	1,494,000	960,706	2,454,706	0	2,454,706	-14.9	66,625,820	-23.6
Tower Australia	J Minto	691,136	128,190	0	6,478	825,804	1,045,468	1,871,272	522,406	2,393,678	90.4	10,822	27.4
Amalgamated Holdings	D Seargeant	1,036,871	13,129	0	58,112	1,108,112	975,000	2,083,112	283,320	2,366,432	29.5	470,500	-20.9
Virgin Blue	B Godfrey	826,000	96,000	0	6,000	928,000	471,000	1,399,000	962,000	2,361,000	18.7	28,492,413	-80.5
BlueScope Steel	K Adams	549,334	57,131	0	131,809	738,274	848,000	1,586,274	746,171	2,332,445	-51.9	2,581,044	14.7
NIB	M Fitzgibbon	448,255	50,000	0	97,735	595,990	1,491,662	2,087,652	244,552	2,332,204	168	252,601	n/a
Crown	D Courtney	1,162,282	33,646	0	329	1,196,257	750,000	1,946,257	352,688	2,298,945	17.8	643,802	n/a
Downer EDI	G Knox	1,208,333	0	0	0	1,208,333	0	1,208,333	1,071,581	2,279,914	n/a	400,000	-3.4
Futuris Corporation	L Wozniczka	1,427,592	204,280	0	21,651	1,653,523	0	1,653,523	624,477	2,278,000	-30.0	4,521,341	-58.6
Ramsay Health Care	P Grier	1,081,182	13,129	0	84,812	1,179,123	308,000	1,487,123	725,348	2,212,471	-30.6	10,740	-20.0
Oilex	B McCarthy	387,368	86,082	0	10,795	484,245	0	484,245	1,702,762	2,187,007	256	800,000	-41.1
Abacus Property Group	F Wolf	1,100,000	100,000	0	0	1,200,000	650,000	1,850,000	311,859	2,161,859	n/a	9,918,341	-36.4
Centennial Coal	R Cameron	1,291,889	18,960	0	111,151	1,422,000	309,500	1,731,500	410,253	2,141,753	55.5	6,751,020	205
Perseus Mining	M Calderwood	250,000	13,129	0	2,525	265,654	0	265,654	1,855,800	2,121,454	n/c	2,470,237	2.5
Atlas Iron	D Flanagan	400,000	36,000	0	72,608	508,608	0	508,608	1,505,335	2,013,943	89.0	200,000	167
Downer EDI	B Waldron	779,181	67,011	787,500	61,912	1,695,604	300,000	1,995,604	0	1,995,604	127	n/a	-3.4
Allco Finance	D Clarke	814,106	13,129	0	0	827,235	0	827,235	1,168,234	1,995,469	245	69,157	-96.2
NRW Holdings	J McGlenn	1,585,707	140,098	0	185,507	1,911,312	0	1,911,312	66,663	1,977,975	54.5	22,859,402	n/a
Albidon*	D Rogers	298,410	17,461	0	0	315,871	0	315,871	1,656,389	1,972,260	n/a	350,000	26.5
Sigma Pharmaceutical	E Alwis	944,374	12,908	0	26,897	984,179	0	984,179	954,539	1,938,718	-17.7	1,817,592	-51.0
Auckland Int Airport^^	D Huse	490,812	0	0	0	490,812	235,684	726,496	1,184,461	1,910,957	n/a	n/a	-48.3
Australand Property	B Johnston	477,115	42,341	545,837	39,717	1,105,010	625,000	1,730,010	179,430	1,909,440	n/a	0	-38.9
Healthscope	B Dixon	834,638	21,261	0	0	855,899	598,950	1,454,849	426,111	1,880,960	8.6	1,668,701	-21.1
Heron Resources	N Longworth	354,583	34,463	0	25,598	414,644	28,334	442,978	1,437,836	1,880,814	n/a	1,532,384	-58.4
Talent2 International	J Rawlinson	367,000	44,000	0	0	411,000	124,000	535,000	1,343,000	1,878,000	193	2,570,420	-59.9
Pacific Brands	S Morphet	742,444	115,570	0	37,408	895,422	700,000	1,595,422	265,227	1,860,649	171	361,337	-45.2
WA Newspapers	K Steinke	800,686	100,000	0	541,798	1,442,484	410,800	1,853,284	0	1,853,284	0.1	36,000	-40.0
Sunshine Gas	A Gilby	381,728	50,000	0	8,272	440,000	1,300,000	1,740,000	100,000	1,840,000	249	12,956,667	99.1
Boart Longyear*	P Brunner	844,999	6,760	0	210,820	1,062,579	773,500	1,836,079	0	1,836,079	74.1	16,869,839	0.9
Iress Market Technology	P Dunai	582,625	80,235	0	7,401	670,261	280,000	950,261	883,501	1,833,762	16.4	190,000	-29.7
Alesco Corporation	J Ryan	778,574	13,092	0	0	791,666	752,000	1,543,666	284,975	1,828,641	13.2	505,537	-47.0
Cochlear	C Roberts	950,000	13,129	0	0	963,129	397,091	1,360,220	458,232	1,818,452	3.3	596,934	-26.8
Goodman Fielder	P Margin	1,354,167	45,833	0	107,217	1,507,217	250,000	1,757,217	0	1,757,217	-26.2	111,028	-38.5
GRD	M Lawrenson	841,346	74,250	0	1,595	917,191	300,000	1,217,191	534,091	1,751,282	-19.3	250,000	-75.5
Bradken	B Hodges	759,258	98,819	0	0	858,077	495,000	1,353,077	395,330	1,748,407	2.9	2,848,441	-16.4
ConnectEast	J Gardiner	507,368	100,000	0	831,632	1,439,000	306,000	1,745,000	0	1,745,000	115	186,608	-42.6
Andean Resources	W Hubert	309,942	0	0	0	309,942	0	309,942	1,430,965	1,740,907	192	70,000	62.8
Aquarius Platinum*	S Murray	888,159	0	44,782	0	932,941	787,061	1,720,002	0	1,720,002	25.2	1,319,730	41.9
Programmed	M Findlay	812,992	103,475	569,091	26,039	1,511,597	200,000	1,711,597	0	1,711,597	134	1,049,317	-43.8
Iuka Resources	D Robb	1,009,174	90,826	0	0	1,100,000	245,902	1,345,902	354,485	1,700,387	257	72,835	-12.6
Warehouse Group^^	I Morrice	1,202,380	0	0	0	1,202,380	0	1,202,380	495,330	1,697,710	-53.5	2,882,892	-33.6
Silex Systems	M Goldsworthy	452,117	13,129	0	95,798	561,044	0	561,044	1,099,074	1,660,118	-22.2	5,849,533	-36.3
IBA Health	G Cohen	645,484	13,189	0	239,750	898,423	330,000	1,228,423	402,730	1,631,153	79.8	71,335,926	-47.8
Reece Australia	P Wilson	1,044,049	49,167	0	43,933	1,137,149	489,375	1,626,524	0	1,626,524	36.0	106,500	-23.6
Ridley Corporation	M Bickford-Smith	277,217	24,826	1,232,729	0	1,534,772	0	1,534,772	51,658	1,586,430	25.3	n/a	6.6
Mount Gibson Iron	L Tonkin	592,083	48,289	0	1,414	641,786	210,600	852,386	715,163	1,567,549	-0.3	0	133
Alumina	J Marlay	887,092	12,908	0	0	900,000	252,000	1,152,000	413,685	1,565,685	2.5	98,338	-36.9
Country Road	I Moir	401,218	50,000	0	123,574	574,792	277,750	852,542	700,247	1,552,789	51.7	0	31.5
Territory Resources	A Quadrio	294,049</											